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CAUT ACPPU BULLETIN

Canada's Voice for Academics
La voix des universitaires du Canada

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Budget de 2005 : Ottawa manque à sa promesse

SELON les représentants des associations d'étudiants et de professeurs, le gouvernement fédéral a raté l'occasion, dans son budget de 2005, de répondre aux principaux défis auxquels fait face le système d'enseignement postsecondaire au Canada.

« Rien dans le budget n'apporte de l'aide aux étudiants et à leurs familles qui sont aux prises avec un niveau record des frais de scolarité et qui s'enfoncent dans un endettement inégalé », soutient Loretta Czernis, présidente de l'ACPPU. « Le gouvernement fédéral ne s'est engagé d'aucune manière à mieux assurer le financement des universités et des collèges. »

Selon George Soule, président national de la Fédération canadienne des étudiantes et étudiants, l'indifférence affichée devant l'enseignement postsecondaire va à l'encontre des promesses électorales que le premier ministre Paul Martin a faites l'an dernier.

« Au cours de la dernière campagne électorale, Paul Martin s'est engagé à rétablir le financement de base en créant un paiement de transfert distinct de sept à huit milliards de dollars pour l'éducation postsecondaire », indique M. Soule. « Le budget d'aujourd'hui démontre qu'il a fait fi de cette promesse. »

Mme Czernis a dénoncé elle aussi le fait que le gouvernement ait manqué à sa promesse.

À son avis, le gouvernement fédéral aurait dû suivre le conseil du comité des finances qui recommandait la création d'une enveloppe budgétaire fédérale distincte pour l'enseignement postsecondaire.

Contrairement au financement des soins de santé, le gouvernement fédéral verse à l'heure actuelle aux provinces des paiements de transfert au titre de l'enseignement postsecondaire et des services sociaux sous la forme d'un financement global qui, selon les critiques, manque de transparence et pour lequel on n'a pas de comptes à rendre.

« Sans un transfert réservé à l'enseignement postsecondaire, nous ignorons comment les fonds fédéraux affectés à ce titre sont effectivement dépensés,

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CAUT Joins El Lobby of World Trade Negotiators



Geneva — Alejandro Jara, above, chair of the WTO's Trade Services Committee & the person responsible for overseeing the GATS talks, met with CAUT's David Robinson & the EI delegation in February.

CAUT joined an international delegation last month in an intensive three-day lobby of senior trade negotiators at the World Trade Organization headquarters in Geneva, Switzerland.

Organized by Education International, which represents 350 teachers' organizations worldwide, the lobbying meetings focused on persuading key countries not to make trade commitments on education and other public services during the current negotiating process to expand the controversial General Agreement on Trade in Services.

David Robinson, associate executive director at CAUT, who was invited to take part in the lobby by EI's deputy general secretary, Elie Jouen, was joined by Carolyn Allport of the Australian National Tertiary Education Union, Angela Roger of the U.K. Association of University Teachers, Ann Shadwick of the U.S. National Education Association, EI's chief coordinator for Africa, Assibi Napoé, EI's coordinator of education and employment, Monique Foulhoux and Mike Wagborne of Public Services International.

« While education isn't the most important issue in the current round of talks, it's nevertheless one of the key sectors that governments in developing

countries are putting on the table in an effort to open up markets in the South », Robinson said.

He said that in 1994, when the GATS was first implemented as part of the so-called Uruguay Round negotiations, many developing countries made commitments to opening up trade in education services, granting foreign providers almost unfettered access to local markets.

But faced with an influx of private providers of dubious quality, many of those countries are now wondering whether that was a wise decision.

Ransford Smith, Jamaican ambassador to the WTO, told the EI delegation that while he's not certain that his country's decision to open up education services in the GATS has had any direct negative consequences to date, he did admit there was little consideration given to the long-term impact of trade liberalization on Jamaica's education system.

« The fundamental problem is that there is a lack of technical capacity when it comes to negotiating trade agreements in the less developed countries », Smith said. « Consequently, I think it's safe to say that some less developed countries were not

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NEWS ACTUALITÉS

CAUT Joins EI Lobby of World Trade Negotiators

U3 From PAGE A1

aware of what they were doing when they made commitments under GATS in the last round of talks."

Pakistan's negotiator, Shaista Sohail, said her country was experiencing "a real lack of technical expertise when it comes to assessing where and how far we should liberalize."

Sohail said her ministry turned to an outside consultant to provide advice on whether to make GATS commitments on education services. The consultant recommended that Pakistan fully liberalize its primary, secondary and higher education sectors.

Robinson says when the EI delegation asked about the potential impact of GATS commitments on specific educational policies in Pakistan, Sohail admitted further consideration would have to be made before an official offer was tabled.

Other countries, however, will not have the luxury to second-guess the advice they've received. On Feb. 21, Indonesia tabled its initial GATS offer, opening its education and health sectors to foreign service providers.

"Many developing countries are being told that if they make GATS commitments, more foreign providers will be encouraged to set up shop and that will help meet the educational needs of their citizens and promote development," Robinson said. "But what they aren't told is that GATS commitments seriously narrow the policy space that governments need in order to regulate in a way that best meets their development needs. And the influx of private and for-profit providers just undermines an already weak public education system in these countries."

For these reasons, Robinson said, some countries he met with in Geneva, such as Brazil and South Africa, have publicly declared their opposition to including education in GATS.

"The cornerstone of our position is that the GATS should not apply to public services like education," said Audo Araujo Faleiro of the permanent mission of Brazil. "There are just too many ambiguities and uncertainties in the GATS. In our view, GATS rules badly need clarification to reaffirm the right of states to regulate and set policy."

For many industrialized countries, however, the GATS is seen as one way to open up a whole new frontier of commercial opportunities in the developing world by allowing their providers access to compete in sectors that have traditionally been seen as public services like education.



Ambassador Ransford Smith and foreign service officer Cheryl Spencer, left, talk to the EI delegation about Jamaica's decision to open up education services in the GATS.

"We don't have a purely commercial interest, but it's no secret that exports of education services are quite significant and important for us," said William Thorn, education counsellor with the Australian delegation, when he met with the EI group. "We are simply asking that other countries do as we do and provide our exporters with secure market access."

Along with Australia, the United States, New Zealand, Norway and Japan have also requested that countries make GATS commitments on education services.

Canada, by contrast, remains one of the few developed nations to date that has refused to negotiate education services.

"We will make no commitments on education services and have made no requests of other countries," said Bernard Li, deputy director of Canada's Services Trade Policy Division. "There are a number of countries who are very interested in the education sector. We have received requests from a number of them for us to make commitments on education services. We have said no and will continue to say no."

Over the course of the three days of meetings in Geneva, the EI group met with a dozen official country delegations and with Alejandro Jara, chair of the WTO's Trade Services Committee and the person responsible for overseeing the GATS talks.

In a surprisingly frank exchange, Jara admitted that negotiations were proceeding sluggishly for a number of

reasons, including problems with the GATS itself.

"GATS is a young agreement, and as such it contains many ambiguities that we will probably need to clarify," Jara said. "There's also a need, I believe, to look at the quality of the rules. Now, when you couple this with the fact that we simply don't know how to negotiate services in an efficient way and that we are ill-equipped to deal with the fine policy matters in the area of services, it's not really a surprise then that we're facing an uncertain future."

However, Jamaica's ambassador went further, saying the talks may have reached an impasse.

"My view is that perhaps services liberalization may have gone as far as it can or should for now," Smith said.

Despite the slow pace of progress, however, CAUT's Robinson warned that EI and its affiliates need to continue their lobbying efforts both nationally and internationally to ensure more countries keep education services out of GATS.

"There can be a real snowball effect when even one country says it will not make a commitment on education," he said.

With this goal in mind, EI is planning a special seminar on the GATS and education at UNESCO headquarters in Paris in April.

As Elie Jouen of EI points out, "We've talked to the trade representatives. The next step at the seminar will be for us to talk to each country's education representative for UNESCO." ■

Budget de 2005 : Ottawa manque à sa promesse

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à supposer qu'ils le soient », ajoute Mme Czernis. « La création d'un fonds distinct pour l'enseignement postsecondaire affecté à la réduction des frais de scolarité et permettant d'augmenter le nombre d'admissions, de réparer l'infrastructure des campus et d'embaucher un nombre suffisant d'enseignants à temps plein doit figurer au rang des priorités. De ce point de vue, le budget n'est pas à la hauteur des attentes des Canadiens. »

Le budget prévoit par ailleurs l'attribution des nouveaux fonds de recherche, dont 15 millions de dollars additionnels chaque année pour couvrir les coûts indirects de la recherche universitaire, portant ainsi le total de la contribution annuelle à 260 millions de dollars.

Mme Czernis signale toutefois que cette augmentation ne suffira pas à pal-

lier la hausse des coûts et qu'elle est si minime que la contribution fédérale aux coûts indirects tombera sous le niveau actuel de 26 %.

Dans son budget du 23 février, le gouvernement a promis également de verser plus de fonds aux trois conseils subventionnaires du Canada – 32 millions de dollars chacun au CRSNG et aux IRSC et 11 millions de dollars au CRSH. Mais Mme Czernis s'empresse d'ajouter que ces montants ne tiennent pas compte des examens des programmes du gouvernement qui retrancheront environ 4,5 millions de dollars et plus de 10 millions de dollars des budgets respectifs du CRSH et du CRSNG. Les IRSC sont à l'heure actuelle exemptés de l'examen.

« Les légères augmentations réservées aux conseils subventionnaires compenseront les compressions opérées dans les dépenses du CRSH et du CRSNG, mais

cet engagement financier est trop minime pour satisfaire aux véritables besoins du Canada en matière de recherche », explique Mme Czernis.

M. Soule, cependant, se dit atterré que le gouvernement fédéral, en dépit du surplus massif dont il jouit, n'ait rien fait de plus pour régler les problèmes de la hausse des droits de scolarité et de l'endettement étudiant.

« Le financement fédéral de l'éducation postsecondaire est une priorité pour les Canadiens et Canadiennes », conclut M. Soule, citant un sondage Ipsos-Reid récent dans lequel les Canadiens ont indiqué l'enseignement postsecondaire comme premier choix des dépenses fédérales après les soins de santé. « Ce ne semble malheureusement pas une priorité pour le premier ministre. » ■

English on page A6.

COMMENTARY

TRIBUNE LIBRE

PRESIDENT'S COLUMN

Daunting Rank in Occupational Stress



By LORETTA CZERNIS

If we suddenly began to bleed uncontrollably at work, we would seek medical help. Yet sometimes when we are emotionally bleeding, we do nothing to help ourselves. Occupational stress is a very real problem in our post-secondary institutions. A recent major British study on occupational stress in higher education, conducted by a team from the University of Plymouth, found that academics suffer higher levels of stress than other professionals. Academics report the highest levels of stress relating to work-life balance, overload and job overall.

Stresses for both genders are addressed in the Plymouth study. It is now known that men suffer significantly from anxiety and depression. According to the Canadian Community Health Survey on Mental Health and Wellbeing, based on data compiled by Statistics Canada, depression is increasing among men and decreasing among women. Even more alarming are suicide statistics. According to research results released last year by the Canadian Health Network, "Among Canadians of

all ages, four of every five suicides are male."

It is difficult for many to overcome the stigma associated with mental illnesses and to seek help. Research conducted by the Canadian Mental Health Association indicates that 34 per cent of Canadians believe that people would think less of them if they suffered from depression or anxiety. The study also found that more than three-quarters (78 per cent) of Canadians believe that depression and anxiety have a strong impact on a person's success at their job while 86 per cent believe that depression and anxiety have a strong impact on a person's relationships with their family and friends.

Despite this, almost one-half (49 per cent) of the respondents who reported feelings and symptoms consistent with depression or anxiety have never seen or talked to a health professional. Assuming that these data also apply to academics, it would seem there are many of us who suffer silently.

The sociological theorist C. Wright Mills wrote that inside of personal troubles social issues are to be found. CAUT's 2003 compilation on occupational stress factors (www.caut.ca/en/publications/healthandsafety/OccupationalStress.pdf) is a useful starting point in

tracking some of the ongoing sources of stress in the academic workplace. The release provides a list of symptoms. Do you experience headaches, muscle aches, shortness of breath or chest pain because you are being pressured to get more grants, teach more students and take on more administrative tasks? And there are many of these factors that create physical and psychological ill-health as a result of over commitments at work. Leading the way in institutional points of high pressure are performance appraisals, workloads and expectations, communication processes and leadership practices. Such pressures do not help us to maintain and improve our wellbeing.

It is common knowledge that individuals work more effectively when relaxed and comfortable. It would be advantageous for joint health and safety committees to develop strategies to overcome the stigma attached to mental health and instead focus on our collective responsibility to reduce sources of stress and enhance wellbeing in the academy. We can make a much more significant contribution to our post-secondary institutions when our working environment is rooted in health. ■

Rae Review's Funding Plans Badly Flawed

Instead of higher education being a tacit contract between generations, we are being asked to think of it as a series of individual contracts made by private individuals.

By DUNCAN CAMERON
& FRANK CUNNINGHAM

THE Bob Rae review of higher education documents the detrimental effects of underfunding in Ontario. But, despite championing higher education and increases in government funding, the review includes provisions that threaten adequate public funding.

By freeing universities to set fees (albeit within a new regulatory framework), they will certainly go up. But there is no mechanism in the world that can guarantee that student grants and loans will keep pace.

Students seeking general increases for loans or grants will require a government to make that decision.

The review calls for enhanced student loans and a system of income contingent repayment (ICR). Students will have up to 20 years to repay debt.

This is based on a flawed philosophy and it risks undermining the vital recommendations in the Rae review.

Instead of making the public investments called for in the review, Ontario ministers will be able to blame the universities for the tuition hikes and take cover behind the ICR student loans.

ICR loans come with major problems of implementation and administration. What means tests will be used? How far into the future will a student be monitored? How and by whom?

Will loans ever be forgivable, or will students learn to leave the country in order to avoid repayment, as has happened in New Zealand, which has such a scheme.

The ICR loans imply a principle of justice: Those individuals who profit from an education should pay for it.

In our view, the major motivation for moving to tuition hikes paid by loans is the supposition that public education can no longer receive adequate support through taxation.

Instead of thinking about higher education as a tacit contract between generations, we are being asked to think of it as a series of individual contracts made by private individuals.

In reality, people in one generation contribute, through taxes, to the provision of higher education for those in the next generation. Thus, while all students pay a portion of their education up-front in tuition, much of the cost is absorbed as people go further into the life cycle.

In the loans/tuition hikes approach, the same individuals who expect directly to profit from services, pay for them. This suggests education is like a commodity.

ICR schemes feed this idea. When students see investment in their education as individually theirs, rather than as a social investment, they make decisions about courses of study by estimating their personal economic advantages.

Moreover, they regard the skills imparted to them by a university as privately owned assets, rather than as talents of considerable benefit to the public of which they are the trustees.

This weakens support for public funding of education, and creates a downward spiral of support.

Defenders of ICR loans claim that generally affordable tuition fees provide a subsidy to children of the rich.

However, while wealthy families pay the same tuition for their offspring as those less well off, they also put more into general tax revenues.

No doubt, universities advocated ICR plans before the Rae commission because they are desperate for funds and assume that sufficient public resources are necessarily unavailable. We question this fatalistic attitude. An earlier Ontario commission, created by then-premier Bob Rae, the Fair Tax Commission, showed how public projects could be funded to promote economic growth and sustainable development.

Instead of throwing universities into a wasteful competition based on solicitation of scholarship students followed by tuition hikes, it would be far better to revisit the idea of a progressive income tax system, one based on ability to pay.

That remains the fairest way to pay for higher education and other public goods.

All of Ontario loses when a generation of students is forced to pay a greater portion of their education up-front and walks into society carrying a debt. This fails to account for the public benefits all of us derive from educating our young citizens. ■

Duncan Cameron is a research associate at the Canadian Centre for Policy Alternatives. Frank Cunningham is professor of philosophy and political science at the University of Toronto.

The views expressed are those of the authors and not necessarily those of CAUT.

LE MOT DE LA PRÉSIDENTE

L'affligeant problème du stress au travail chez les universitaires

Par LORETTA CZERNIS

Si nous nous mettions tout à coup à saigner abondamment au travail, nous nous empresserions d'obtenir des soins médicaux. Pourtant lorsqu'il nous arrive de saigner du cœur, nous ne faisons rien pour panser la blessure. Le stress professionnel pose un sérieux problème dans nos établissements postsecondaires. Selon une récente étude sur le stress dans le secteur de l'enseignement supérieur, réalisée par une équipe de chercheurs britanniques de l'Université de Plymouth, les universitaires souffrent d'un niveau de stress plus élevé que chez les autres professionnels. Ils enregistrent les niveaux de stress les plus élevés qui sont associés à l'équilibre entre le travail et la vie privée, à la surcharge de travail et à leur emploi en général.

L'étude de Plymouth s'intéresse aux niveaux de stress qui caractérisent chacun des deux sexes. Nous savons maintenant que les hommes souffrent grandement d'anxiété et de dépression. Selon l'Enquête sur

la santé dans les collectivités canadiennes : Santé mentale et bien-être, basée sur les données de Statistique Canada, le taux de dépression connaît une hausse chez les hommes et une baisse chez les femmes. Les statistiques sur le suicide sont encore plus alarmantes. Selon les résultats d'une enquête publiée l'an dernier par le Réseau canadien de la santé, « parmi la population canadienne de tout âge, quatre suicides sur cinq sont commis par des hommes ».

Il est difficile pour beaucoup d'enrayer les stigmates sociaux associés à la maladie mentale et de chercher de l'aide. Une étude menée par l'Association canadienne pour la santé mentale révèle que 34 % des Canadiens croient qu'ils seraient moins bien perçus par les autres s'ils savaient qu'ils avaient été atteints de dépression ou d'anxiété. La même étude constate que plus des trois quarts (78 %) des Canadiens estiment que la dépression et l'anxiété ont un effet important sur le succès qu'une personne connaît au travail, tandis que

86 % croient que la dépression et l'anxiété ont une incidence profonde sur les relations qu'une personne entretient avec sa famille et ses amis.

Malgré tout, près de la moitié (49 %) des répondants qui ont déclaré avoir éprouvé des sentiments et des symptômes correspondant à la dépression ou à l'anxiété n'avaient jamais consulté de professionnel de la santé. Si l'on applique ces données aux universitaires, il semblerait que bon nombre d'entre nous souffrent en silence.

Le théoricien des sciences sociales C. Wright Mills a écrit que les problèmes sociaux se trouvent au cœur même des difficultés personnelles. L'ACPPU a publié en 2003 une fiche de données sur les facteurs de stress professionnel (www.acppu.ca/fr/publications/healthandsafety/stressau travail.pdf). Tout en dressant la liste des nombreux signes et symptômes différents, cet outil constitue un bon



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ACTUALITÉS

Victoire syndicale à St. Francis Xavier



APRÈS presque une année de retard, l'Association des professeurs et professeurs d'université de St. Francis Xavier (StFXAUT) a remporté en janvier dernier le vote pour représenter tous les membres du corps universitaire.

« Nous sommes heureux d'être solidement accrédités par une majorité des voix (60 %) et de former une unité de négociation unique », déclare Robert van den Hoogen, président de l'association, après que les derniers résultats eurent été annoncés. « Il nous faut maintenant faire face au véritable défi : négocier notre première convention collective. »

L'unité de négociation comprend les professeurs à temps plein et les contractuels, le personnel enseignant clinicien en sciences infirmières, le personnel académique du Coady International Institute et de l'Extension Department, les instructeurs en laboratoire, les surveillants et les bibliothécaires. Les moniteurs de St. Francis Xavier et les instructeurs du Writing Centre de l'université n'ont pas été inclus dans la liste finale, mais l'association compte s'occuper de ces exclusions au cours des négociations.

Le long processus d'accréditation a démarré à St. Francis Xavier en septembre 2003 lorsque l'association a mis en place un comité spécial de syndicalisation. Des réunions et des discussions ont eu lieu tout au long de l'automne et de l'hiver, suivies d'une brève campagne de souscription. La StFXAUT a présenté une demande d'accréditation en avril 2004. Plus tard le même mois, les professeurs ont exprimé leurs voix, mais les bulletins de vote n'ont pas été comptés parce que l'université a élevé une contestation fondée sur la procédure. L'administration a déposé de nombreuses oppositions auprès de la Commission des relations du travail de la Nouvelle-Écosse, dont une sur la question des bulletins de vote. D'autre part, les parties ne s'entendaient pas sur la portée de l'unité de négociation.

Les audiences sur les oppositions produites par l'université ont été encore retardées du fait que la commission des relations du travail est intervenue pour régler les dif-

ferends sans avoir à recourir au processus officiel d'arbitrage. Mais, selon M. van den Hoogen, les démarches de la commission ne donnaient pas grand résultat. Et presque un an après le premier scrutin, la direction de la StFXAUT a convenu de procéder à un second vote en janvier 2005.

« Nous maintenons que les résultats du premier scrutin exprimaient le désir du personnel académique de l'université », soutient M. van den Hoogen. « Nous avons toutefois décidé qu'il était avisé de faire bouger les choses dans le sens où le proposait la commission des relations du travail. »

David Lynes, professeur de sociologie à St. Francis Xavier et membre du comité de mobilisation, a dit à quel point il avait été frustrant de devoir tenir un autre vote. « Nous avons travaillé d'arrache-pied la première fois pour bien informer les gens et nous avons dû travailler encore plus fort à la dernière minute lors du second vote. »

Les associations d'universitaires de tous les coins du pays ont adressé une multitude de lettres décrivant les avantages de l'accréditation. Ces lettres étaient échangées avec les membres de la StFXAUT sur le site web de l'association.

M. van den Hoogen explique comment les lettres ont fait partie intégrante de la campagne précédant le second vote sur l'accréditation. « Plusieurs membres m'ont dit qu'au bout du compte c'était l'une de ces lettres qui les avaient convaincus d'opter pour l'accréditation. »

« Nous avons recueilli l'appui de la majorité. Les résultats du deuxième scrutin indiquent clairement que le personnel académique de St. Francis Xavier souhaite être syndiqué. »

Ces résultats ont été annoncés le 24 février par suite de l'entente conclue entre la StFXAUT et l'université sur la définition de l'unité de négociation.

Et de conclure M. van den Hoogen : « À l'issue de toutes nos démarches, nous sommes devenus à coup sûr une organisation plus solide. » ■

English on page A6.

NEWS

Part-Timers Sign Contract at Wilfrid Laurier

CONTRACT academic staff and part-time librarians at Wilfrid Laurier University are getting a 10 per cent salary increase over three years after ratifying a collective agreement earlier this year.

Supplementary pay or grading assistance for larger classes, a tuition subsidy and a 1 per cent increase in the benefit index are also part of the new agreement.

Wilfrid Laurier University Faculty Association president Joyce Lorimer said the union was also successful in negotiating an increase to the salary base in the first year. Members will receive \$5,618 for a one-term course.

"Salary increases were established on the basis of such increases in the university sector in the past year, as clearly established by the patterns of bargaining and by an arbitration at Laurentian [University]," Lorimer said. "These increases also reflect

that qualified academics are in short supply and that salaries paid for part-time faculty are responding to a volatile market."

In addition to compensation gains, the agreement also includes improvements in the appointments article addressing employment opportunities and job security through seniority, better language on classroom contact hours and enhanced recognition and support for members' scholarship and research.

Lorimer said with negotiations for their part-time members successfully completed, the union is now gearing up to renegotiate the agreement for Laurier's 400 full-time faculty members that expires June 30, 2005.

"To keep Laurier competitive, negotiations for the renewal of the full-time agreement will need to be at least as successful as the CAS negotiations," she said. ■

Settlement at St. Thomas University

NEW four-year collective agreements covering full-time and part-time faculty members at St. Thomas University were ratified in February.

The settlement for the full-time academic staff was reached with the assistance of a provincial mediator, after members voted in favour of strike action earlier this year. The deal was concluded 18 months after the expiry of the previous contract.

"We're pleased that we were able to avoid a strike and obtain an acceptable settlement," said faculty association president Jeannette Gaudet. "We made substantial improvements to working conditions, which was a key issue in the strike vote."

Full-time members now have increased support for research through a pool of 40 course releases and more money available through internal research funds. New full-time faculty in tenure-stream positions will receive a one course reduction in each of their first two years.

There is also new language on the duty to accommodate, rights

to privacy, collegial rights, protection of intellectual property rights and rights to technologically-mediated courses.

Improvements were also made to sick leave, now at six months with full pay and benefits, and parental leave, topped up to 95 per cent of salary for 14 weeks.

The part-time bargaining unit now includes those teaching in intersession and summer session appointments.

Improvements include provisions for multi-year appointments up to a maximum of three years and better language on authorization for part-time appointments and working conditions.

Salaries for all members will increase by a total of 10.5 per cent over the four-year period.

"This was a hard-fought fight, but negotiations were successfully completed," Gaudet said. "Our membership made this scenario possible through their determination and support for our negotiations." ■

L'affligeant problème du stress au travail chez les universitaires

☞ Suite de la PAGE A3

point de départ pour cerner les sources de stress dans les campus des universités et des collèges. Souffrez-vous de maux de tête, de douleurs musculaires, de souffle court ou de douleur thoracique parce que vous êtes exposés à toutes sortes de pressions : obtenir plus de subventions, augmenter le nombre d'étudiants dans vos classes et assumer plus de responsabilités administratives? Puis il y a un bon nombre de ces facteurs qui favorisent les maladies physiques et psychologiques par suite d'un surplus d'engagements au travail. Parmi les grandes sources de pression auxquelles les universitaires sont exposés figurent les évaluations du rendement, les charges de travail et les attentes, les processus de com-

munication et les pratiques de leadership. Ces pressions ne contribuent aucunement à préserver et à améliorer notre bien-être.

Tout le monde sait fort bien que le rendement d'une personne est plus efficace lorsque celle-ci se sent détendue et à l'aise. Il serait avantageux pour les comités mixtes de santé et de sécurité d'élaborer des stratégies destinées à mieux faire comprendre la maladie mentale et de renforcer l'obligation collective qui nous incombe de réduire le stress et d'améliorer le bien-être au sein de la communauté universitaire et collégiale. Nous serons en mesure d'apporter une contribution beaucoup plus importante à nos établissements post-secondaires lorsque notre milieu de travail sera profondément axé sur la santé. ■

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— University of Toronto, Statement of Institutional Purpose

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Deadline for submissions is May 1, 2005.



NEWS ACTUALITÉS

Federal Budget 2005

Government Fails to Meet Post-Secondary Needs

STUDENT and faculty groups say this year's federal budget missed the opportunity to tackle the key challenges facing Canada's post-secondary education system.

CAUT president Loretta Czernis said there was "nothing in the budget that provides any relief to students and their families struggling with record-high tuition fees and battling the debt beast. There's no commitment from Ottawa to ensure better funding of universities and colleges."

George Soule, president of the Canadian Federation of Students, says the lack of attention to post-secondary education runs against promises that Prime Minister Paul Martin made on the campaign trail last year.

"During the election, Paul Martin promised to restore core funding by creating a dedicated transfer payment for post-secondary education of \$7 to \$8 billion," Soule said. "He broke that promise with this budget."

Czernis likewise spoke critically of the government's failure to keep its promise.

She says the federal government should have followed the advice of the finance committee that recommended Ottawa create a separate funding envelope for post-secondary education.

Unlike the health deal, the fed-

eral government currently provides transfer payments to the provinces for post-secondary education and social services in a block fund, a process that critics argue lacks transparency and accountability.

"Without a dedicated transfer, we have no idea how federal funds intended for post-secondary education are actually spent, if spent at all," Czernis said. "A separate post-secondary education fund directed to reducing fees, providing more spaces for students, repairing our campus

fall below the current level of 26 per cent.

The Feb. 23 budget also pledged more cash for Canada's three granting councils — \$32 million each for NSERC and CIHR, and \$11 million for SSHRC. But Czernis added this doesn't take into account the government's expenditure review exercises that will cut about \$4.5 million from SSHRC and more than \$10 million from NSERC. CIHR is protected for now from the exercise.

"The small increases set aside for the granting councils will offset the expenditure review cuts to SSHRC and NSERC, but it's too small a financial commitment to meet Canada's real research needs," Czernis said.

Soule, meanwhile, says he was shocked that the federal government, despite enjoying healthy surpluses, did not do more to address the issues of rising fees and student debt.

"Federal funding for post-secondary education is a priority for Canadians," Soule said, citing a recent Ipsos-Reid poll in which Canadians listed post-secondary education as their first choice for federal spending after health care. "Unfortunately, it appears it is not a priority for the Prime Minister."

Version française à la page A1.

Ottawa did not do enough to address the issues of rising fees & student debt.

infrastructure and making sure there are enough full-time staff has to be a priority. By this measure, the budget has failed Canadians."

The budget did provide new funding for research, including \$15 million extra a year to support the indirect costs of university research, boosting the total annual contribution to \$260 million.

But Czernis said the increase won't keep pace with rising costs and is so small that the federal contribution toward indirect costs will

Union Victory at St. Francis Xavier

AFTER almost a year of delays, the St. Francis Xavier Association of University Teachers won the vote in late January to represent all academic staff at the university.

"We are happy to have a solid 60 per cent majority support for certification and a truly inclusive bargaining unit," said Robert van den Hoogen, president of the association,

after the final tally was announced. "Now we have to get down to the real challenge — negotiating our first collective agreement."

The bargaining unit includes full-time and contract faculty, clinical nursing instructors, academic staff at the Coady International Institute and academic staff in the extension department, laboratory instructors, supervisors and librarians. Coaches at St. Francis Xavier and instructors at the university's Writing Centre were not included in the final list, but the association hopes to deal with these exclusions during negotiations.

The long certification process began at StFX in September 2003 when the association created an ad-hoc committee on unionization. Meetings and discussions took place throughout the fall and winter, followed by a short card-signing campaign. StFXAUT applied for certification in April 2004. Later the same month, faculty cast their votes, but ballots were not counted because of a procedural challenge by the university. The administration filed numerous objections with the Nova Scotia Labour Relations Board, including one on the ballot question. In addition there was disagreement between the parties on the scope of the bargaining unit.

Hearings on the university's objections were further delayed as the labour relations board intervened to resolve the disputes without the need of the formal adjudicative process. But van den Hoogen says the board's influence was having little effect, and almost a year after the first vote the StFXAUT executive agreed to conduct a second vote at StFX in

January 2005.

"We maintain the first vote truly expressed the wishes of academic staff here," van den Hoogen said. "But we decided the responsible solution was to move things along as proposed by the labour board."

David Lynes, a sociology professor at St. Francis Xavier University and a member of the mobilization committee, says it was frustrating to have to organize another vote. "We worked hard the first time around to make sure people were informed and we had to work even harder on short notice the second time."

Letters describing the benefits of certification poured in from academic staff associations across the country. They were shared with StFXAUT members on the association's web site.

Van den Hoogen says the letters were an integral part of the campaign leading up to the second vote on certification. "Several members told me that in the end it was one of the letters that finally convinced them that certification was the correct course of action."

"We won majority support for certification. The second ballot vote results clearly show that academic staff at St. FX wish to be unionized."

Results of the second vote were announced Feb. 24, following agreement between StFXAUT and the university on the definition of the bargaining unit.

"The end result of this process is we're confident we're a stronger organization," van den Hoogen said.

Version française à la page A4.

CARRIÈRES

A

■ **ACCOUNTANTY** — Concordia University. The Department of Accountancy of the John Molson School of Business at Concordia University is seeking, subject to budgetary approval, qualified applicants for an Extended Term Appointment (ETA) starting June 1, 2005. The appointment will be made at the rank of Lecturer. Applicants must hold the professional accounting designation of Chartered Accountant as a preferred minimum qualification and provide credible evidence of excellence in teaching. A graduate level degree (Master's or PhD) and/or another professional designation would be an additional advantage. Detailed knowledge of the Uniform Final Examination (UFE) process, the current competency based education and evaluation process, the ability to develop teaching materials and questions as standard teaching methodology, as well as, the ability to adapt previously developed materials would be highly desirable. Successful candidates will be responsible for teaching courses both at the undergraduate and the graduate levels. Salaries are competitive and will be commensurate with qualifications and experience. Applicants will be expected to teach up to three courses per term and a total of seven courses during the academic year. Please send your application containing a curriculum vitae, a statement of teaching and research interests (as appropriate), three letters of reference and copies of teaching evaluation reports to Dr. Kelly F. Chettyar, Department of Accountancy, JMSB, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Quebec H3G 1M6, Canada. Applications should be sent as soon as possible but no later than March 31, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

■ **ACCOUNTING** — University of Windsor. The Odette School of Business at the University of Windsor invites applications for a tenure-track position and one three-year limited-term position in the area of Accounting commencing July 1, 2005. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 30891; Fax: 519.973.7073; Email: hussey@uwindor.ca. For information on the University of Windsor or the City of Windsor, contact Prof. Peter Mazer, Director, Faculty Recruitment at 519.665-6808 (toll-free) or recruit@uwindor.ca.

■ **ACCOUNTING** — Mount Allison University. Mount Allison University, one of Canada's top secondary institutions, has an enrollment of approximately 2,100 students

and is committed to the creation and dissemination of knowledge in a community of higher learning, centered on undergraduate students, in an intimate and harmonious environment. Our teaching, research and creative enterprise are combined with extracurricular activities in a liberal education tradition, that emphasizes development of the whole person. This integrated approach involves collaborative efforts among all members of the University community and leads to superior scholarship, cultural understanding and appreciation, personal and social maturation, leadership development and informed citizenship. The Commerce Department invites applications for a tenure track appointment in Financial Accounting, subject to satisfactory approval, from individuals who are interested in actively participating in the community of learning that defines Mount Allison University. The successful candidate will be capable of contributing to program enhancements and curriculum design; introduce innovative pedagogical approaches; and explore integrative educational opportunities with other academic areas. Most importantly they should be willing to contribute to a learning community that emphasizes the education of the whole person both within the classroom and beyond. The ideal candidate will have a PhD in accounting (completed or near completion) or a PhD in a related field with a professional accounting designation. The minimum requirements for the position are a Masters degree in business or accounting, with a background in professional accounting (professional accounting designation), experience with Canadian companies and financial reporting, and a strong interest in research and teaching. The appointment will be made at the Assistant Professor rank and will commence on July 1, 2005. Candidates must have a strong commitment to teaching undergraduate students and undertaking scholarly research activities. An application should include a curriculum vitae, three reference letters, an example of completed research, and a statement of teaching philosophy, and should be sent to Professor Peter Slanichuk, Chair of the Search Committee, Commerce Department, Mount Allison University, 244 Main St., Sackville, NB, E4A 1A7, Fax: 506-354-2626; Phone: 506-354-2326; Email: pslanichuk@mta.ca. The closing date for receipt of applications is March 31, 2005 or until the position is filled. Mount Allison University has an employment equity programme and encourages applications from all qualified women and men, including aboriginal peoples, persons with disabilities and members of visible minorities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Canadians and permanent residents should indicate their citizenship status in their application.

■ **ANATOMY** — University of Western Ontario. The Faculty of Health Sciences at The University of Western Ontario invites applications for a five-year, renewable, limited-term appointment, at the rank of Lecturer or Assistant Professor, in functional gross anatomy. The successful candidate will be appointed to the Bachelor of Health Sciences Program and will be responsible for providing a dynamic program of Anatomy education at the undergraduate level to students in the Faculty of Health Sciences. Principle duties will include the teaching of gross anatomy to undergraduate students in the Nursing, Kinesiology, and Bachelor of Health Sciences programs. The appointee will be expected to participate in relevant university and community activities. Opportunities for collaborative research are available. Candidates must hold a Master's or PhD degree in Anatomy or in a related field and have excellent teaching abilities, a keen interest in the development of technology-assisted curricula in Anatomy for the Health Sciences, and enthusiasm for quality undergraduate

education. The Bachelor of Health Sciences Program is an interdisciplinary undergraduate program that has recently moved into a new facility that provides teaching facilities for class sizes ranging from 15 to 500 students. The new facility will house a 50-seat virtual teaching theatre for use in the teaching of Anatomy. The Faculty of Health Sciences offers undergraduate studies in Nursing, Kinesiology, Communication Sciences and Disorders, and the Interdisciplinary Bachelor of Health Sciences program. The Faculty also offers graduate education in Communication Sciences and Disorders, Kinesiology, Nursing, Occupational Therapy, Physical Therapy, and Rehabilitation Sciences. (<http://www.uwo.ca/hs/>). The effective date of the appointment is July 1, 2005. Interested applicants should send a curriculum vitae, documents supporting qualifications, and the names, addresses, and contact information for three referees to: Dr. Margaret F. Cheesman, Director, Bachelor of Health Sciences Program, Room 222 South Valley Building, Faculty of Health Sci-

ences, The University of Western Ontario, London, Ontario, N6A 1H1. The deadline for receipt of applications is April 12, 2005. Please quote number HS 038 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **ANESTHESIOLOGY & PAIN MEDICINE** — University of Alberta. The Department of Anesthesiology and Pain Medicine at the University of Alberta invites applications for two tenure-track positions at the Assistant or Associate Professor levels from individuals with strong research productivity in the area of physiology and pharmacology of pain. Successful candidates will be highly motivated individuals who already have or

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The Department of Mathematics and Statistics at Memorial University of Newfoundland invites applications for a tenure-track position (subject to budgetary approval) at the Assistant Professor level in Statistics, starting no later than September 1, 2005. A PhD in Statistics is required at the time of appointment.

Outstanding applications from all areas of Statistics will be considered. The possibility of collaboration with current department members will be an asset. All applicants are expected to demonstrate the potential to be excellent undergraduate and graduate teachers, and possess a strong research record with outstanding promise for future research.

Review of applications will begin March 15, 2005 and continue until suitable candidates have been identified. Candidates should submit a Curriculum Vitae, a description of research interests and academic goals, a description of their teaching interests, experience and philosophy. They should also arrange for the names and addresses of three referees to be sent to:

Statistics Search Committee
c/o Interim Head of Department
Department of Mathematics & Statistics
Memorial University of Newfoundland
St. John's, NL, A1C 5S7 Canada
E-mail: mathstat@meth.mun.ca
Internet: www.math.mun.ca

You MUST use the code MS-STAT-05 on all correspondence.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

CAREERS CARRIÈRES



Director Chester Ronning Centre for the Study of Religion and Public Life

The University of Alberta's new Augustana Faculty invites applications for the position of Director of the Chester Ronning Centre for the Study of Religion and Public Life, commencing as early as July 1, 2005.

Named for Chester Ronning, the distinguished diplomat, political leader, and educator, the Centre was established as part of the incorporation into the University of Alberta of the former Augustana University College in 2004. It is intended to be a catalyst for interdisciplinary research, critical teaching, ethical reflection, inter-religious dialogue, and public programming on some of the most important global challenges of our time. A successful Centre will establish an important regional and national profile for itself, the Augustana campus, and the University of Alberta.

The first Director will have a foundational opportunity to shape the work of the Centre. He or she will be an accomplished scholar in a relevant field or, as an equivalent, will have a significant record of accomplishment in, and a capacity for reflective consideration about, the public realm. The Director will exercise leadership in defining the Centre's research and program priorities, planning conferences, recruiting research associates and visiting scholars, pursuing grants and other funding opportunities, and engaging the energies of an advisory committee comprised of both academic and public members. The Director will also teach on a part-time basis, preferably in Religious Studies within the Department of Humanities.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

www.careers.ualberta.ca

The appointment as Director is for a five-year renewable term. The Director will also hold an on-going academic appointment at appropriate rank in the Faculty.

Augustana Faculty is an undergraduate liberal arts and sciences campus of about 1000 students located in Camrose, an attractive city of about 15,000, 90 km southeast of Edmonton. After a long educational history, including two decades as an independent, degree-granting university college of the Lutheran church, Augustana has entered a dynamic period of renewal, opportunity, and growth as part of one of Canada's leading universities. It encourages applications from candidates who share its commitment to high-quality teaching, a collegial, interdisciplinary academic community, and an active culture of inquiry and public engagement appropriate to an undergraduate, rural setting. For more information about Augustana, please consult the Faculty webpage at www.augustana.ca.

Applicants should submit curriculum vitae and arrange for three confidential letters of reference to be sent to:

Dr. Roger Epp
Dean (Acting)
Augustana Faculty
University of Alberta
4901-46 Avenue
Camrose, AB, T4V 2R3
Email: Roger.Epp@ualberta.ca

Deadline: April 1, 2005, or until a suitable candidate is found.

will be capable of obtaining peer-reviewed research funding and have the ability to collaborate successfully with clinicians and other scientists. Qualifications: PhD or equivalent degree in an area of neuroscience related to pain research and at least 3 years of postdoctoral experience. Salary will be commensurate with rank and experience. Applications, including a curriculum vitae, a three-page statement of current research interests and future objectives, together with the names of three referees should be sent to: Dr. B.A. Fingert, Professor and Chair, Department of Anesthesiology and Pain Medicine, 6-12D Clinical Sciences Building, 8440 - 112 Street, University of Alberta Hospital, Edmonton, Alberta, Canada, T6G 2B7. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ANTHROPOLOGY** – McGill University, New Joint, tenure track position in Anthropology and McGill School of Environment, at Assistant Professor level, for an environmental anthropologist to start August 2005. All specializations within environmental anthropology will be considered including, but

not restricted to, common property resources, changing or competing priorities, poverty, efficiency and sustainability issues as they relate to human/environmental interactions. The successful applicant will have a PhD and will be expected to develop a competitive, externally-funded research program involving graduate students, and contribute to teaching and service both in the School of Environment and in the Department of Anthropology. Two copies of a CV, letter describing research and teaching experience and latest research, recent offprints, articles in press, or thesis outline, and the names of 3 referees (with phone, fax, email connections) should be sent before March 31, 2005, to Prof. Michael S. Eason, Chair, Anthropology & Prof. Marilyn Scott, Director, MSc, c/o R.M. Stano, Anthropology Department, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, Canada H3A 2T4. McGill is committed to equity in employment. Fluency in French is an asset. As required by immigration law, this ad is directed to the first instances to citizens and permanent residents of Canada. For further information, or email anthropology@mcgill.ca or michael.eason@mcgill.ca, including persons with disabilities, and Aboriginal people.

Professor, effective July 1, 2005. We are seeking a candidate with specialization in East Asia and research experience. The successful candidate must have a PhD or be near completion and be competent to teach Introductory College-level Anthropology; Introduction to Ethnological Theory; Peoples and Cultures of East Asia; Peoples and Cultures of Oceania; Myth, Ritual and Symbolism. Other requirements include a demonstrated excellence in teaching and evidence of a research program and recent publications. Chinese language competence is an asset. Applicants are asked to submit curriculum vitae with a covering letter, a short teaching dossier, and to arrange for three letters of reference to be sent to: Dr. James G. Mullers, Head, Department of Religious Studies and Anthropology, University of Saskatchewan, 104 McLean Hall, 106 Wiggins Rd., Saskatoon, SK, S7N 5E5 by March 30, 2005. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be considered first for the position. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities, and Aboriginal people.



McGill

Positions in Prosthodontics Faculty of Dentistry

The Faculty of Dentistry, McGill University, invites applications for tenure-track and clinical-track positions in Prosthodontics at the level of Assistant or Associate Professor. Candidates must have completed an undergraduate degree in Dentistry and specialty training in Prosthodontics. Rank and salary will be commensurate with education and experience.

Responsibilities will include undergraduate and graduate teaching and administration. A working knowledge of French will be advantageous. Intramural private practice facilities are available.

The additional requirements for the tenure track include a PhD or equivalent degree and the ability to conduct independent research in a relevant field. An Ambrose Clinical Professorship may be awarded to an outstanding clinical-track candidate.

Applications, including a curriculum vitae, a statement of research and teaching interests, and the names, postal and e-mail addresses of three referees, should be sent to the following address by April 15, 2005.

Dr. Jeffrey Myers
Chair, Search Committee
Faculty of Dentistry, McGill University
1650 Cedar Avenue, Room A3.132
Montreal, QC, Canada H3G 1A4
Jeffrey.myers@mcgill.ca
Fax: 514-934-8352

McGill University is committed to equity in employment. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.



University of Prince Edward Island

REGISTRAR

Join UPEI and become a leader in advancing enrolment management and a member of a dynamic administrative team.

As Registrar, you will report to the Vice-President, Academic Development, and:

- provide administrative leadership to the Office of the Registrar
- provide overall leadership and vision for recruitment, admissions, and academic information systems
- work closely with academic deans, recruitment and retention staff, and the Centre for Life-long Learning to plan and implement enrolment management strategies
- serve on key University committees, including Senate, and be a leading member of the Administrative Support Group of directors

UPEI has 3400 full-time students in six faculties (having experienced a 25% growth in enrolment since 1998); part-time and non-credit enrolments are targeted for significant increases with the recent establishment of the Centre for Life-long Learning; student success is a high priority; and an award-winning student registration and degree-audit system was implemented in 1999.

The ideal candidate will bring a record of demonstrated success in admissions, recruitment and/or registration; will be an energetic planner, manager, relationship-builder, communicator, and leader; will hold an advanced university degree; and will have sophisticated understanding of higher education. Initial appointment will be for a five-year term, renewable.

Please forward your letter of application, curriculum vitae and the name and contact co-ordinates of at least three referees to: Dr. Vianne Timmons, Vice-President Academic Development, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE C1A 4P3. Fax (902) 628-4311, e-mail vtimmons@upepei.ca

Applications will be received until March 24, 2005 (or until the position is filled), with an expected starting date of July 1, 2005.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. UPEI is committed to the principle of equity in employment.

For more information visit our website - www.upei.ca

CANADA RESEARCH CHAIR (TIER 1) IN BEHAVIOURAL NEUROSCIENCE

The Department of Psychology at the University of Guelph is seeking an outstanding individual to be nominated for a Tier 1 (Senior) Canada Research Chair in the field of Behavioural Neuroscience. The successful candidate will have a PhD in Psychology or a field closely related to Behavioural Neuroscience. He/she is an internationally recognized researcher who has demonstrated superior capabilities in developing collaborative research programs and attracting highly qualified graduate students. The successful candidate will be expected to establish a vigorous, externally funded research program and will take part in the Department's teaching program at both the undergraduate and graduate levels.

The successful candidate will be expected to promote innovative collaborative research and academic programs building on the strengths of faculty carrying out neuroscience research in the Department and across the University. The candidate's research program will enhance the graduate programs in the Department of Psychology (www.psychology.uoguelph.ca). The Department has 30 full-time faculty, more than 1200 undergraduate majors and approximately 75 graduate students.

The Canada Research Chair (CRC) program was established by the Government of Canada to enable Canadian universities to achieve world-class centres of research excellence in the global knowledge-based economy. Complete information about the Canada Research Chair program may be found at www.chairs.gc.ca. The successful candidate's research program is expected to correspond thematically with the University of Guelph's Strategic Research Plan (www.uoguelph.ca/research/policies/Adobe/Guelph_SRPPd/).

The University of Guelph (www.uoguelph.ca) is renowned in Canada and around the world as a research-intensive institution, and has gained prominence in recent years as one of Canada's premier comprehensive universities. The University of Guelph offers state-of-the-art facilities for animal research and the biomedical sciences. Strategically located within 150 km of other leading research universities (including McMaster University, University of Toronto, University of Waterloo, and University of Western Ontario), the City of Guelph (www.guelph.ca) offers a rich variety of cultural and recreational activities.

An application, with a detailed statement of research interests and plans, a full curriculum vitae, and the names of three persons who may be contacted for references, should be submitted by May 6, 2005 to: Dr. Harvey H.C. Marmurek, Chair, Department of Psychology, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Email: marmurek@psychology.uoguelph.ca, fax: (519) 837-8629.

All CRC appointments are subject to review and final approval by the CRC Secretariat in Ottawa. Our objective is to select a suitable candidate by the summer of 2005; the position will be available once approval is received from the Secretariat.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities, and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

UNIVERSITY OF GUELPH

CAREERS CARRIÈRES

AUDIOLOGY – University of Western Ontario. The School of Communication Sciences and Disorders of the Faculty of Health Sciences at The University of Western Ontario invites applications for an externally funded faculty position (up to 5 years, renewable) as a clinical lecturer/supervisor in Audiology. Academic rank will be commensurate with applicant's qualifications. Duties include student practicum training and supervision in Audiology, carrying a general caseload of assessment and treatment of hearing disorders in children and adults, teaching clinical aspects of Audiology, participation in ongoing research activities, clinical resource management, and administrative duties associated with clinical practicum and service within the School and Faculty. Candidates must hold a Masters degree in Audiology and 2) hold or be eligible for licensure by the College of Audiology and Speech Language Pathologists of Ontario. Strong interpersonal and organizational skills and current knowledge of professional practice issues and standards are essential. Preference will be given to candidates with at least two years of professional experience in Audiology involving a general caseload. The School of Communication Sciences and Disorders offers Masters level degrees in Audiology and Speech-Language Pathology, and participates in the doctoral program in Rehabilitation Sciences. The School maintains the research-oriented H.A. Leeper Speech and Hearing Clinic, which includes the provincially funded TALK and Infant Hearing Program. Within Audiology, specialized services include infant assessment, pediatric amplification and genetics. Within Speech-Language Pathology, the clinic provides specializations in preschool speech and language, speech and language disorders in school-age children, and adult and adolescent voice, fluency and neurogenic communication disorders. The Faculty of Health Sciences is also the home of the National Centre for Audiology, a major hearing health care research facility. The effective date of the appointment is July 1, 2005. Interested applicants should send a letter of application outlining relevant clinical, research, teaching and administrative experience and interests together with a curriculum vitae and the names, addresses and contact information for three referees to: Dr. William G. Webster, Director, School of Communication Sciences and Disorders, Room 1510 Elborn College, Faculty of Health Sciences, The University of Western Ontario, London, Ontario, N6A 3H1; <http://www.uwo.ca/fhs/>. The deadline for receipt of applications is May 14, 2005. Please quote number HS 036 on all correspondence. Position is subject to budget approval and external funding availability. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified persons, including visible minorities, aboriginal people and persons with disabilities.

AUDIOLOGY – University of Western Ontario. The School of Communication Sciences and Disorders in the Faculty of Health Sciences at The University of Western Ontario invites applications for a probationary (tenure-track) position, at the rank of Assistant Professor, in Audiology and Speech-Language Pathology. Electrophysiology and Audiological Cognition. The successful candidate will be a member of the National Centre for Audiology (NCA) and will be responsible for developing and sustaining a dynamic program of research, teaching at the graduate and senior undergraduate levels, participating in the activities of the NCA and

providing service in support of relevant university and community activities. The successful candidate will be expected to be an active participant in one or more PhD programs. Candidates must hold a PhD degree in Communication Sciences and Disorders or in a related relevant field, post-doctoral research experience will be an asset. Candidates must provide evidence of ability to develop and sustain an independent program of externally funded research. The School of Communication Sciences and Disorders offers graduate-level studies in the disciplines of Audiology and Speech-Language Pathology, leading to Master of Science (MSc) and Master of Clinical Science (MClSc) degrees, and participates in an interdisciplinary Doctoral Program in Rehabilitation Sciences. The Faculty of Health Sciences is the home of the National Centre for Audiology, a major research facility that supports a range of research programs in Audiology and Hearing Sciences. The School maintains the research-oriented, in-house H.A. Leeper Speech and Hearing Clinic that provides for the assessment and treatment of hearing and speech and language disorders in children and adults. The effective date of the appointment is July 1, 2005. Interested applicants should send a letter of application outlining relevant clinical, research, teaching and administrative experience and interests together with a curriculum vitae and the names, addresses and contact information for three referees to: Dr. William G. Webster, Director, School of Communication Sciences and Disorders, Room 1510 Elborn College, Faculty of Health Sciences, The University of Western Ontario, London, Ontario, N6A 3H1; <http://www.uwo.ca/fhs/>. The deadline for receipt of applications is May 14, 2005. Please quote number HS 037 on all correspondence. Position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified persons, including visible minorities, aboriginal people and persons with disabilities.

ment of hearing and speech and language disorders in children and adults. The effective date of the appointment is July 1, 2005. Interested applicants should send a curriculum vitae, documents supporting qualifications, and the names, addresses and contact information for three referees to: Dr. William G. Webster, Director, School of Communication Sciences and Disorders, Room 1510, Elborn College, Faculty of Health Sciences, The University of Western Ontario, London, Ontario, N6A 3H1; <http://www.uwo.ca/fhs/>. The deadline for receipt of applications is May 14, 2005. Please quote number HS 037 on all correspondence. Position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified persons, including visible minorities, aboriginal people and persons with disabilities.

Département d'études françaises et de traduction Université Laurentienne

Quatre postes menant à la permanence exigent un doctorat dans le domaine indiqué.

- **LANGUE ET LINGUISTIQUE FRANÇAISES (2 POSTES)**
- **LITTÉRATURES QUÉBÉCOISE ET FRANCO-ONTARIENNE (1 POSTE)**
- **LITTÉRATURES FRANÇAISE ET FRANCOPHONE (1 POSTE)**

Descriptions plus détaillées : www.francais.laurentienne.ca.

Conformément à la politique du bilinguisme de l'Université Laurentienne, le bilinguisme passif (français anglais) est une condition d'obtention de la permanence.

Date d'entrée en fonction : le 1^{er} juillet 2005

Prière de faire parvenir votre demande d'emploi, votre curriculum vitae ainsi que les noms et coordonnées de trois répondants avant le 30 avril 2005 à :

Ronée Corbell, directrice
Département d'études françaises et de traduction
Université Laurentienne
935, chemin du lac Ramsey
Sudbury ON P3E 2C6

Aucune candidature ne sera acceptée par courrier électronique.

L'Université Laurentienne soutient au principe de l'équité en matière d'emploi et encourage toutes les personnes qualifiées, y compris les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Conformément aux exigences de l'immigration au Canada, cette annonce s'adresse en premier lieu aux citoyens et citoyennes canadiens ainsi qu'aux résidents et résidentes permanents.

Les postes seront comblés sous réserve d'approbation budgétaire.

Laurentian  **Laurentienne**



ASSISTANT PROFESSOR IN MATHEMATICS OR STATISTICS Department of Mathematics & Statistics

The Department of Mathematics and Statistics at Memorial University of Newfoundland invites applications for an NSERC University Faculty Award (UFA) directed at increasing the representation of Women and Aboriginal Peoples in Science and Engineering. A successful candidate will be appointed as a regular tenure-track faculty member at the Assistant Professor level in the Department of Mathematics and Statistics, starting September 1, 2006. A PhD in Mathematics or Statistics with evidence of outstanding research and excellent teaching is required. All areas of Pure and Applied Mathematics and Statistics will be considered. Duties will include teaching at the graduate and undergraduate levels.

Review of applications will begin June 1, 2005, and continue until a candidate is identified for submission to NSERC by October 15, 2005. Candidates should submit a Curriculum Vitae, a description of research interests. They should also arrange for the names and addresses of three referees be sent to:

Interim Head of Department
VPA-MAST-2004-002
Department of Mathematics & Statistics
Memorial University of Newfoundland
St. John's, NL, A1C 6S7 Canada
E-mail: mathstat@math.mun.ca
internet: www.math.mun.ca

You MUST use the code VPA-MAST-2004-002 on all correspondence.
You MUST also indicate the appropriate discipline: Applied Mathematics, Pure Mathematics, or Statistics

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

In accordance with NSERC UFA eligibility requirements only Canadian citizens and permanent residents of Canada should apply. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.



UNIVERSITÉ DE MONCTON Campus de Moncton

L'UNIVERSITÉ DE MONCTON, FONDÉE EN 1963, EST UN ÉTABLISSEMENT D'ENSEIGNEMENT SUPÉRIEUR DE LANGUE FRANÇAISE EN MILIEU ACADÉMIEN, REGROUPEANT TROIS CONSTITUANTES SITUÉES DANS LES RÉGIONS LES PLUS FRANCOPHONES DU NOUVEAU-BRUNSWICK, SOIT À EDMUNGSTON, À MONCTON ET À SHIPPAWIC.

LE CAMPUS DE MONCTON SOLICITE DES CANDIDATURES POUR COMBLER LES TROIS POSTES SUIVANTS :

CHARGÉE OU CHARGÉ D'ENSEIGNEMENT TEMPORAIRE DE FRANÇAIS, LANGUE SECONDE
(POSTE TEMPORAIRE DE DEUX ANS)

PROFESSEURE OU PROFESSEUR EN ÉDUCATION MUSICALE
(POSTE RÉGULIER MENANT À LA PERMANENCE)

PROFESSEURE OU PROFESSEUR D'ESPAGNOL
(POSTE TEMPORAIRE DE DEUX ANS)

Pour une description détaillée de ces postes, y compris les fonctions, la formation et les délais pour postuler, veuillez consulter le site Internet de l'Université de Moncton (www.umoncton.ca), sous la rubrique L'UdeM en bref - Postes à combler - Campus de Moncton.

Entrée en fonction : Le 1^{er} juillet 2005 (pour les trois postes)

Fermeture des concours : Le 18 mars 2005 (pour les trois postes)

L'Université de Moncton soutient à l'équité en matière d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Conformément aux exigences relatives à l'immigration, ces concours s'adressent en priorité aux citoyens et citoyennes canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada.

www.umoncton.ca/resshum



Simon Fraser University Assistant Professors, Cardiac Physiology

The School of Kinesiology at Simon Fraser University invites applications from Cardiac Physiologists. Two tenure-track positions may be available, at least one of which will be at the Assistant Professor level. Candidates will be expected to research and teach in the area of cardiac physiology, augmenting existing academic strength in the field of molecular and cellular research on calcium and ion channels. Candidates will be expected to develop an independent, externally funded research program.

The School of Kinesiology <http://sfu.ca/kin/> takes a scientific approach to the study of human structure and function and their relation to health and movement. The School has over 25 faculty and is committed to excellence in research and teaching. There are well established research programs and excellent research facilities available within the School and the University. Our undergraduate teaching program includes concentrations in Active Health, Health and Physiological Science, and Human Factors/Ergonomics. There is a well-established graduate program at the M.Sc. and Ph.D. levels.

The School of Kinesiology is located at the Burnaby Mountain campus of Simon Fraser University in Greater Vancouver. It is consistently one of the top-ranked Universities in Canada. The Vancouver area is renowned as one of the most desirable places to live and work.

Applications will be accepted until April 30th, 2005 or until the positions are filled. The intended start date is September 1st, 2005. Applicants should send a letter summarizing research contributions and goals in research and teaching, curriculum vitae, copies of three journal articles that are most representative of the applicant's research, and the name and contact information for three referees, to: Dr. J. Dickinson, Director, School of Kinesiology, Simon Fraser University, Burnaby, BC, V5A 1S6, Canada.

Simon Fraser University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. All appointments are subject to budgetary authorization.

FACULTY MEMBER JUSTICE STUDIES

Royal Roads University is seeking applications for the position of Faculty Member in our Peace & Conflict Studies Division to play a key role in the delivery of the Bachelor of Arts program in Justice Studies, an applied, interdisciplinary degree completion program (3rd & 4th year of university studies) grounded in legal studies and designed as a foundational degree for a broad range of justice services work. Some emphasis is given to teaching the theory and practice of alternative dispute resolution thus encouraging the graduate to conduct justice services work in a non-adversarial manner.

Qualifications include demonstrated teaching excellence at the undergraduate level and an ability to work with a team in an interdisciplinary competency-based curriculum. Applicants must have a Ph.D. or equivalent with a broad theoretical understanding of, and a focused area of scholarly interest in, the field, strong applied skills and related work experience, as well as a willingness and ability to teach the full range of the field's conceptual perspectives.

For information and application instructions,
visit our website at www.royalroads.ca



CAREERS CARRIÈRES



OKANAGAN

Tenure Track Positions Available at UBC Okanagan

The Okanagan's new University of British Columbia campus, UBC Okanagan, invites applications for up to 25 tenure track appointments, scheduled to begin July 1 2005.

Situated in Kelowna, BC, one of the most scenic regions in Canada, this new campus will offer faculty an intimate teaching environment and opportunities for world class research. UBC Okanagan is embarking on an unprecedented period of growth from its current complement of 3000 students to 7500 students. Successful applicants will have strong research records, exceptional communication skills, and a commitment to quality teaching at both the undergraduate and graduate level. Applications are especially encouraged from individuals whose work bridges to one of UBC Okanagan's four interdisciplinary research themes: Health and Wellness; Sustainability; Creativity, Culture and Community; and Indigenous Studies. Additional details about hiring and the research themes are available at www.okanagan.ubc.ca.

Subject to the availability of funds these positions are budgeted at the Assistant Professor level. Applicants with exceptional qualifications may be considered for appointment at a higher rank.

IRVING K. BARBER SCHOOL OF ARTS AND SCIENCES

The Barber School offers B.A. and B.Sc. (honours) degrees in a range of traditional undergraduate disciplines. New graduate programs at both the Masters and Ph.D. levels are being developed in areas of faculty research strength. Innovative undergraduate transdisciplinary programs are also being developed. New faculty will help to shape new programs.

Candidates are invited to apply in the following disciplines/areas:

Computer Science (up to 3 positions) – We encourage applicants with expertise in all areas of Computer Science and in particular in theoretical computer science, data base structure and design, and networking systems.

Economics (2-3 positions) – We welcome applicants with expertise in all areas of Economics especially areas of applied economics, such as resource economies and regional development.

English – Creative Writing (up to 3 positions) – We are interested in applicants who will welcome significant involvement with Creative Writing program development fostered by the newly-created Faculty of Creative and Performing Arts.

English – (up to 3 positions) – We are also seeking applicants with research interests complementing those of existing faculty in the department: Contemporary International Literature in English, Children's Literature, and Rhetoric/Composition.

French (1 position) – We are looking for someone with a primary research interest in 19th century or 20th century literature of France, and native or native-like proficiency in French. Expertise in literary theory would be of additional interest.

History (1 position) – We are seeking someone with a primary research interest in Aboriginal History of Canada and the History of British Columbia. Expertise in non-Western history would be an additional asset.

Philosophy (1 position) – We are seeking someone with a primary research interest in Early Modern Philosophy, the Philosophy of Mind. The ability to teach Biomedical Ethics would be of additional interest.

Psychology (up to 4 positions) – We are looking for applicants in Lifespan Development, Social Psychology, Health Psychology, and Clinical Psychology. We especially welcome researchers with interests in areas that complement existing faculty including, Addiction and Substance Abuse, Aging, Forensics, and Cognitive Neuroscience. Applicants in Clinical are expected to have accredited clinical training and to obtain registration in the province of British Columbia. Candidates in any field with expertise in statistical and psychometric methods will also be of special interest.

Sociology (1 position) – We encourage applicants with primary research interests in either Aging or Gender and Women's Studies.

Spanish (1 position) – We require someone with research interests in Literature and cultural studies of Spain, Medieval to Contemporary literature, and native or native-like proficiency in Spanish. Expertise in Latin American literature would be of additional interest.

FACULTY OF MANAGEMENT (1-2 positions)

The Faculty of Management is currently developing new undergraduate and graduate degrees. New faculty will be expected to teach in and help shape the direction of these new programs. Our expectation is that up to two appointments at the assistant professor level will be made this year.

We invite candidates in the following areas: Marketing, Business Strategy, Economics, Accounting, Finance, Human Resources, Management Information Systems, Supply Chain Management. Expertise in tourism, hospitality, or services management would be of special interest.

FACULTY OF CREATIVE AND PERFORMING ARTS (1-2 positions)

The proposed new Faculty of Creative and Performing Arts is currently developing new undergraduate degrees and programs. New faculty will be expected to teach in and help shape the direction of these new programs. In addition to the positions in the Department of English in the Irving K. Barber School of Arts and Science, we invite applications for one or two positions in the following disciplines Creative Writing, Film, and Theatre. Expertise in course and program planning and development would be of a particular interest. Candidates with marked interdisciplinary linkages are especially encouraged. The expectation is that these appointments might also involve cross appointments with humanities departments in the School of Arts and Science.

SCHOOL OF NURSING (up to 6 positions)

The School of Nursing offers a Bachelor of Science in Nursing and is developing a Master in Nursing which may be offered as soon as September 2005. New faculty will be expected to teach in and help shape the direction of these new programs. Our expectation that at least 6 appointments are to be made in nursing.

Candidates in all areas of nursing practice will be considered, but applicants with research and practice expertise in chronic care and acute medical surgical are encouraged. Successful candidates will teach practice and classroom courses, pursue an active research program and provide service to the profession and community. Prior teaching experience would be an asset.

SCHOOL OF SOCIAL WORK (1 position)

The School of Social Work offers a Bachelor of Social Work and is developing a Master in Social Work which may be offered as soon as September 2005. New faculty will be expected to teach in and help shape the direction of these new programs. Our expectation is that at least one professional appointment would be made in social work.

Applicants should have research expertise and practice experience in Child and Family Therapy, Substance Abuse or Aboriginal Healing and the ability to teach in a clinically focused MSW program.

FACULTY OF APPLIED SCIENCE (2 positions)

The proposed new Faculty of Applied Science is developing a distinctive new program in engineering, commencing in September 2005 with first year engineering, Engineering One. Candidates in this area are invited at the instructor and professorial ranks. Preference will be given to candidates with experience and expertise in areas within civil engineering or mechanical engineering. We are interested in candidates with a strong commitment to teaching excellence and in particular problem-based learning, and may consider some candidates with the ability to integrate engineering teaching with mathematics and the sciences. Successful candidates are expected to be fully involved in the development and delivery of problem-based curricula at the undergraduate level.

In all cases, salary will be commensurate with experience. The University of British Columbia Okanagan hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

For information on how to apply visit www.okanagan.ubc.ca
Documents should be sent in electronic format.

CAREERS CARRIÈRES

B

BIOLOGICAL SCIENCES — University of Alberta

We invite applications for a tenure-track position at the Assistant or Associate Professor level in research areas related to microbiology, plant biology and cell biology. We wish to establish interactions between the Alberta Ingenuity Centre for Carbohydrate Science (www.aiccs.com) and the Department of Biological Sciences. Current strengths in the AICCS include immunology, chemistry, microbe-host interactions and complex carbohydrate structure determination. The candidate should have a strong record of research and demonstrated potential for excellence in teaching. The Department of Biological Sciences (http://www.biology.ualberta.ca/) with 73 faculty members and 270 graduate students, offers an exciting environment for collaborative research. Exceptional infrastructure includes molecular biology and imaging services, as well as access to outstanding analytical services in the Department of Chemistry (www.chem.ualberta.ca/). Candidates should submit a curriculum vitae, a one-page summary of research plans, a statement of teaching interests and reprints of their three most significant publications electronically to positions@biology.ualberta.ca or by mail to: Dr. L. S. Frost, Chair, Department of Biological Sciences, CW 405 Biological Sciences Bldg., University of Alberta, Edmonton, Alberta, Canada T6G 2E9. Applicants must also arrange for three letters of reference to be sent to the Chair. The closing date is April 15, 2005. This successful applicant will be encouraged to apply to the Alberta Ingenuity Scholar program, if eligible. The effective date of employment will be July 1, 2005, as soon as possible. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. A suitable Canadian citizen and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal peoples.

BIOLOGICAL SCIENCES — Bishop's University

The Department of Biological Sciences at Bishop's University invites applications for a Laboratory Instructor position to commence July 1, 2005, or by arrangement. Applicants must have at least a Masters degree in a biological life science discipline. The successful applicant will instruct laboratory courses in most of the following areas: introductory biology, physiology, genetics, diversity of life, and ecology. She/he will also teach introductory courses, preferably including cell biology and genetics. The teaching load in each of the fall and winter semesters is four or five, a 3.5-hour laboratory course plus one introductory lecture course. One additional lecture and/or lab course will be taught during the spring/summer semester. The successful applicant will be hired as an Instructor or Senior Instructor depending on experience and qualifications. The pay scale presently ranges from \$43,269-\$76,112, plus a professional development fund of \$2,000 per annum. The position is tenure-secure and evaluation for tenure is based on teaching performance. Information about the department, including descriptions of lecture and laboratory courses offered, can be found at: <http://www.bishopshs.com>. Sherbrooke, Quebec, only a few minutes' drive and most affordable cities, boasts two universities and a teaching and research hos-

pital. Situated in the heart of Québec's Eastern Townships, only ninety minutes from Montreal and four hours from Boston, Bishop's University is nestled in the bilingual borough of Lennoxville, on an idyllic 200-hectare campus. Bishop's is a primarily undergraduate, English language institution with 1550 baccalaureate students. Applicants must submit a curriculum vitae and teaching dossier outlining their teaching and laboratory instruction experience. Teaching evaluations should be included if available. Applicants should arrange for three letters of reference to be sent. Applications and letters of reference should be sent to: Dr. N. Brad Wilms, Dean, Division of Natural Sciences and Mathematics, Bishop's University, Sherbrooke, Québec, J1M 2Z7, Canada; Telephone: (819) 822-9600 x2404; Fax: (819) 822-9661; Email: bwilms@bishopshs.com. The closing date for applications is March 31, 2005. Bishop's University is an equity employer and encourages applications from all qualified candidates. However, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

BIOLOGY — University of British Columbia

The Departments of Botany, Microbiology & Immunology, and Zoology at the University of British Columbia invite applications for a Research Associate who will work as part of a curriculum development team in the Life Sciences. The Research Associate will be part of the Science Centre for Learning and Teaching (SKILL) team, but will be based in the Life Sciences area with their primary responsibilities determined by a life sciences advisory committee. Responsibilities include: Working with a team of Life Sciences faculty to develop a new core curriculum that better meets the needs of our undergraduate students; Consultation on and implementation of best practices of teaching and learning; Facilitating ongoing research on the effects of the learning and teaching. Qualifications: A doctorate with degrees in education and a life science discipline, or equivalent qualifications and experience. Experience in curriculum development and successful teaching at the post-secondary level is essential. The ideal candidate will also have experience working directly with faculty and in pedagogical research. This appointment is subject to annual evaluation and renewal. The position has been approved for 3 years and continuation beyond this period subject to availability of funds. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority. Deadline for applications: March 15, 2005. Submit to: Dr. Ian A. Carver, Associate Dean of Science, University of British Columbia, #1505 - 6270 University Blvd., Vancouver, BC, V6T 1Z4. (Electronic submission: bcnam@science.ubc.ca). Please include: A letter of application, curriculum vitae, 3 names of referees, and a one page document outlining teaching and/or research interests.

BIOLOGY — McGill University

Tenure Track Faculty Position in Molecular, Cellular and Developmental Biology: The Department of Biology at McGill University invites applications for a faculty opening in its Developmental Biology Research Institute (DBRI). The DBRI consists of an active group of researchers forming an interactive environment with research groups working on a range of subjects in yeast, C. elegans, Drosophila, Xenopus, maize, Arabidopsis and other model organisms (<http://www.mcgill.ca/dbri>). The DBRI is presently engaged in a \$19.8M infrastructure renovation and renewal project, and forms an integral part of the McGill University Life Sciences Research Complex. We are specifically seeking candidates who utilize genetically well-characterized plant, fungal or non-

mammalian animal systems that will complement the research strengths of the DBRI. We anticipate that this position will be filled at the Assistant Professor (tenure-track) level, but applications from more established candidates may be considered for recruitment at the Associate or Full Professor rank. Competitive start-up packages and the opportunity to apply for equipment funding through the Canadian Foundation for Innovation will be available. The successful candidates are expected to significantly contribute to undergraduate and graduate teaching in the department and to maintain their own externally funded research program. Applicants should forward a curriculum vitae, a statement of research interests, a statement of teaching interests, copies of major publications and arrange to have three letters of reference submitted directly to: Mr. Carl Dev. Search, c/o Ms. Louise Sabey, Department of Biology, McGill University, 1205 Docteur Penfield Avenue, Montreal, Quebec, H3A 1B1, Canada. The application deadline is March 31, 2005. In accordance with Canadian immigration regulations, this advertisement is directed to the best qualified Canadian citizens and landed immigrants; however, all qualified candidates are encouraged to apply.

BUSINESS ECONOMICS — York University

Atkinson Faculty of Liberal & Professional Studies, The School of Analytic Studies and Information Technology, Atkinson Faculty of Liberal and Professional Studies brings together the disciplines of Economics, Mathematics, Information Technology, Science and Technology Studies (Natural Science), and Philosophy in a way that respects their individual academic disciplines. At the same time, the School utilizes an integrated analytical and critical approach to teaching across all program areas. More information on the School and its programs is available at www.atkinson.yorku.ca/SASTI/. Applications are invited for a one-year contractually limited term (CLA) position in Business Economics and Applied Economics at the Assistant Professor level effective July 1, 2005. All applicants must be Canadian citizens or permanent residents of Canada. York University is an equal opportunity employer.



Vice-President, Research

The University of British Columbia

The University of British Columbia (UBC) invites applications and nominations for the position of Vice-President, Research.

UBC aspires to enhance its research capacity, strengthen its research performance, promote its research findings to the wider community, and become the leading research university in Canada and one of the leading research universities in the world. The role of Vice-President, Research is central to the implementation of Trek 2010, UBC's strategic vision for the future.

Established in 1908, The University of British Columbia is a publicly supported, comprehensive university that now comprises two major campuses, one situated in Vancouver—including sites at Point Grey and four affiliated teaching hospitals—and the other in the Okanagan. At UBC Vancouver the current student population, including graduate students, is over 42,000; there are 2,000 faculty members (over 700 of whom were recruited since the year 2000) and 5,500 non-academic staff. The recently-established UBC Okanagan campus currently has about 200 faculty members and 3,000 undergraduate students. This new campus is expanding rapidly, with over 200 new faculty and 4,500 more students (including 500 graduate students) to be added over the next five years. Construction of additional laboratory and classroom space is underway, and plans for a dedicated research building are being drawn up. UBC's annual budget is \$1.4 billion. The University attracts about \$350 million annually in research funding, and has produced 115 spin-off companies over the past 20 years, more than any other university in Canada. For information on UBC and Trek 2010, please visit: www.ubc.ca.

The University of British Columbia engages in the search for new knowledge in activities ranging from clinical medicine and laboratory science to artistic performance and literary criticism to technology transfer and social policy development. Research is at the heart of what UBC does—from teaching undergraduates to

extending the frontiers of knowledge and contributing to the cultural and economic development of British Columbia and Canada. Thanks to the quality of its research, UBC has been ranked among the top 50 universities in the world over the past two years.

The Vice-President, Research, who reports to the President, will provide leadership in the development and administration of research and in the promotion of interdisciplinary research programs at both UBC Vancouver and UBC Okanagan. The Vice-President, Research will be an articulate, credible advocate for the full range of the University's research, and will establish and maintain effective liaison with external funding agencies, business, industry, government, and the broader community. The successful candidate will have an outstanding record of scholarship and demonstrated academic leadership, with superior administrative, communications, and interpersonal skills. He or she will have extensive experience in promoting research and an understanding of the financial, legal, ethical, and social implications of research for the wider community. The Vice-President, Research is a member of the University's senior management team, which works together to increase UBC's national and international reputation, and to establish research links around the world.

The appointment will ideally commence on July 1, 2005. Applications or nominations for this position, indicating the qualifications on the basis of which the individual merits consideration, should be sent to the address below.

UBC hires on the basis of merit and is committed to employment equity. The University encourages all qualified persons to apply.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
ubcvpr@jwasearch.com



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APRIL 2005



British Columbia's Newest University
THOMPSON RIVERS UNIVERSITY

UCC invites applications

for the following positions:

FACULTY MEMBERS

English and Modern Languages
Full-Time, Continuing
Competition #05-019

Philosophy, History and Politics
Sessional
Competition #05-029

For further information about these positions
visit our website at:
<http://www.cariboo.bc.ca/hr/job.htm>

We wish to thank all applicants; however,
only those under consideration will be contacted.

www.cariboo.bc.ca

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CAREERS CARRIÈRES



Simon Fraser University Assistant Professor, Biomechanics

The School of Kinesiology at Simon Fraser University invites applications for a tenure-track position as an assistant professor in a field of Biomechanics with biomedical applications. The successful candidate will have a strong commitment to excellence in research and teaching, and will be expected to teach in a field of biomechanics and to establish a well-funded research program.

The Faculty of Applied Sciences at Simon Fraser University has initiated a new biomedical engineering program which builds upon existing strengths in the School of Kinesiology <http://fas.sfu.ca/kin/> and the School of Engineering Science <http://www.ensc.sfu.ca/>. The candidate will be expected to contribute to this program. Related research in Kinesiology includes: musculoskeletal biomechanics, neuroprosthetics, physiological systems, rehabilitation engineering, human motor control, and ergonomics.

The School of Kinesiology takes a scientific approach to the study of human structure and function and their relation to health and movement. The School has over 25 faculty and is committed to excellence in research and teaching. There are well established research programs and excellent research facilities available within the School and the University. Our undergraduate teaching program includes concentrations in Active Health, Health and Physiological Science, and Human Factors/Ergonomics, as well as a contribution to the teaching of the program in Biomedical Engineering. The School also has well established graduate programs at the M.Sc. and Ph.D. levels.

The School of Kinesiology is located at the Burnaby Mountain campus of Simon Fraser University in Greater Vancouver. It is consistently one of the top-ranked Universities in Canada. The Vancouver area is renowned as one of the most desirable places to live and work.

Applications will be accepted until April 30th, 2005 or until the position is filled. The anticipated start date is September 1st, 2005. Applicants should send a letter summarizing research contributions and goals in research and teaching, curriculum vitae, copies of three journal articles that are most representative of the applicant's research, and the name and contact information for 3 references, to: Dr. J. Dickinson, Director, School of Kinesiology, Simon Fraser University, Burnaby, BC, V5A 1S6, Canada.

Simon Fraser University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. All appointments are subject to budgetary authorization.

getary approval. The Economics Program is seeking a candidate with research and teaching strengths in business economics and applied economics, including a proven or promising track record in economics research and its application to business economics. The Economics program includes degree studies in economics and business economics. The successful candidate must have a PhD in economics (or a PhD near completion by the date of appointment), and show excellence of promise of excellence in teaching and in scholarly research and publication. All candidates must show an ongoing commitment to excellence in teaching and in scholarly research and publication. As the program has a distinctly applied focus, strong applied skills and policy experience would be assets. The deadline for receipt of completed applications is April 8th, 2005. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/academicjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the USA and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA). A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (at least one letter should address teaching and research) and teaching evaluations should be sent to: Dr. Gervan Fearon, Program Coordinator, Economics Search Committee, SASIT, 2005 Technology Enhanced Building (TEL), York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, Fax: 416-736-5188.

C

CHEMICAL & MATERIALS ENGINEERING — University of Alberta. The Department of Chemical and Materials Engineering invites applications for the position of Research Associate in process systems engineering. Particular areas of interest include optimization and post-optimality analysis, model-based control of distributed parameter systems and stochastic control. This position requires active involvement in both the execution of specific research projects and some supervision of more junior researchers and teaching. The normal teaching expectations for the position is a total of two undergraduate courses per year and will be within the process systems engineering courses offered by the Department of Chemical & Materials Engineering. The successful candidate will have a PhD in Chemical Engineering or related area. The salary range for this position is \$43,700-\$52,000 per annum, depending on experience. This is a term position, from September 1, 2005 to August 31, 2006. The position may be extended based on performance and funding availability. The Department of Chemical & Materials Engineering at the University of Alberta is one of the premier research-intensive departments of its kind in North America. Our faculty complement is 38, with approximately 180 graduate students and 70 other researchers. The current research strengths within the department include surface and colloidal science, computational fluid dynamics, reaction engineering and catalysis, process systems engineering and non-hydrogen fuel cells. For information about our Department, please consult our website at: <http://www.engineering.ualberta.ca/cmef/>.

To apply send your curriculum vitae, the names and addresses for three individuals to contact for references, copies of three publications representative of your research, and any other supporting documentation by June 1, 2005 to: Fraser Forbes, Chair, Chemical & Materials Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2E6, or e-mail: fraserforbes@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. It will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CIVIL ENGINEERING — University of Waterloo. The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in structural engineering and applied mechanics and a research record in reliability and risk analyses of structural systems with an emphasis on steel structural systems. The successful candidate must complement the recently established Industrial Research Chair in Risk Based Life Cycle Management of Engineering Systems. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. The anticipated start date for the position is May 1, 2005 or soon after. Applicants must have potential or proven ability to excellence in teaching.

Ontario College of Art & Design, Canada's largest university of art and design specializing in creativity and innovation, is seeking an artist - educator with excellent communication skills and a strong interest in student issues to join us as ...

ASSISTANT PROFESSOR

• Faculty of Art • Drawing & Painting

As an accomplished artist-educator with demonstrated expertise in the area of abstract painting and contemporary art theory, you will teach at all undergraduate levels, maintain an active practice/research profile, and contribute to the ongoing development of the undergraduate curriculum as well as future graduate programs. In addition, you will participate on various committees and carry out other duties that contribute to the academic life and excellence of the College. An M.F.A. is required along with a significant national/international exhibition record, active publications, and 3 – 5 years' teaching experience at the post-secondary level. This position commences July 1, 2005 subject to budgetary approval.

Salary and rank will be commensurate with experience and qualifications and you will have access to full benefits and pension contribution after one year of service.

Applications should include a letter outlining your interests in teaching and studio practice/research, a Curriculum Vitae, 20 slides of recent work, an artist statement, a one page statement of teaching philosophy, and the names and contact information of three referees. Please apply, in confidence, by April 1, 2005, to:

Human Resources Department
Ontario College of Art & Design
100 McCaul Street, Toronto, ON M5T 1W1
Fax: 416.977.3034
Please visit our web-site for more details: www.ocad.ca/hr/

As an employment equity employer, we encourage applications from women, First Nations people, visible minorities, and people with disabilities. All qualified persons are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. While we thank all candidates for their interest, only those short-listed will be contacted.



McGill

Positions in the Faculty of Music

McGill University's Faculty of Music is an institution that embodies the highest international standards of excellence in professional training and research. Building on a strong base of studio and classroom teaching, the Faculty is renowned for its programs in operatic and orchestral training, jazz, early music and contemporary music, and for its award-winning creative and research work in composition, theory, music education, musicology, and music technology. The Faculty is also headquarters for CIRMMT, the Centre for Interdisciplinary Research in Music Media and Technology, an inter-faculty, inter-university, international consortium of researchers, musicians, and industrial partners in music technology, electrical and computer engineering, acoustics, psychology, neuroscience, physiology, and sound recording. The Faculty is seeking individuals with an international performance or research profile who are able to teach advanced students through all university degree and diploma programs to the professional level. Applications are invited for tenure track positions in the following areas at the rank of Assistant or Associate Professor.

Department of Theory

Composition: (tenure-track position, assistant professor) significant national profile as a composer, to teach undergraduate composition students and courses related to composition

Music Technology: (tenure-track position, assistant professor) background in computer science/engineering and music; to teach and contribute to the ongoing development and expansion of a Ph.D. program in this field; to participate in the Centre for Interdisciplinary Research in Music Media and Technology (CIRMMT)

Department of Performance

Violin: significant international performance profile and extensive teaching experience

Voice: proven record of studio teaching at university/professional level based on substantial experience in opera and concert performance

Opera/Vocal Coach: established professional with broad experience coaching singers and ability to train and coordinate coaching staff in productions and graduate programs

Percussion: recognized national performance profile and significant teaching experience. Coordination and organization of Percussion Area

Brass: significant international performance profile and extensive teaching experience. Coordination and organization of Brass Area

Complete description of each position may be found at: www.mcgill.ca/music/positions/.

Applicants should submit curriculum vitae and statement of research/professional and teaching interests, and arrange to have three letters of reference sent to the appropriate departmental chair.

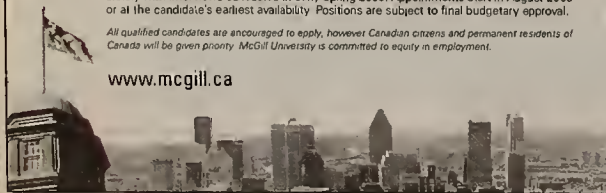
Prof. Douglas McNeubey, Chair
Department of Performance
(514) 398-4542
douglas.mcneubey@mcgill.ca
Fax for both: (514) 398-1540
Address for both: McGill University, Faculty of Music,
555 Sherbrooke Street West, Montreal, QC H3A 1E3

OR
Prof. Brian Chemey, Chair
Department of Theory
(514) 398-4540
brn.chemey@mcgill.ca

Applications should be received by March 15th. Review of applications will begin immediately with interviews scheduled in early Spring 2005. Appointments start in August 2005 or at the candidate's earliest available position. Positions are subject to final budgetary approval.

All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

www.mcgill.ca



Faculty of Medicine

The University of British Columbia
www.ubc.ca

Irving K. Barber Chair in Diabetes Research

The Department of Surgery at the University of British Columbia is seeking an outstanding individual to hold the position of the Irving K. Barber Chair in Diabetes Research. The individual we seek is an emerging or established investigator who leads a research initiative in islet cell translational research for treatment of Type I diabetes. Applicants should have attained national international stature in the field of pancreatic developmental/stem cell biology and/or islet biology. The Chair will provide focus and impetus for dynamic collaboration between a broad range of diabetes researchers nationally and internationally. In Vancouver, the Chair will interact with the Centre for Research in Childhood Diabetes and the islet physiology research group at The University of British Columbia. The successful candidate will be expected to have a research plan relevant to Type I diabetes and to supervise and teach undergraduate and postgraduate students.

This is a tenure track position. Candidates are expected to hold a Ph.D or M.D. degree. Salary will be commensurate with experience and qualifications, at the level of Associate Professor or Professor. Anticipated start date will be July 1, 2005, negotiable. Please submit a curriculum vitae, a 1-2 page summary of research accomplishments, a 1-2 page perspective on research plans, and reprints of major publications.

Interested applicants should forward a letter of application and updated curriculum vitae by March 7, 2005 to:

Dr. Garth Wamock, Head, Department of Surgery
910 West 10th Avenue, Rm. 3100, Vancouver, B.C. V5Z 4E3

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents will be given priority.

CAREERS CARRIÈRES

ing and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering. This position is subject to availability of funds. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applications will be considered at any time until the position is filled.

■ **CIVIL ENGINEERING** — University of Waterloo. The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in structural engineering and applied mechanics and a research record in the area of rehabilitation of steel structures and bridges with expertise in structural health monitoring, composite materials, fracture mechanics or mechanics of fatigue. The successful candidate must complement the recently established Canada Research Chair (Tier II) in Structural Rehabilitation. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. The anticipated start date for the position is May 1, 2005 or soon after. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering. This

position is subject to availability of funds. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applications will be considered at any time until the position is filled.

■ **COMMUNICATIONS STUDIES** — McMaster University. The Communication Studies Program at McMaster University invites applications for a tenure-track position at the rank of Associate Professor in the area of Visual Culture with expertise in one or more of the following areas: television, film, photography, advertising design, the internet, multimedia, media/scientific images, fashion, architecture, and art. Approaches to visual culture that include critical race, feminist, or queer theory are welcomed among others. The successful candidate will have demonstrated excellence in teaching and research and will be expected to develop an externally-funded research program related to Communication Studies and will serve as the Director of the Communication Studies Program. Strong interpersonal and administrative skills are essential to the position along with a commitment to the development and consolidation of the Program. The Communication Studies Program at McMaster University is a new, interdisciplinary, and dynamic inter-faculty program offering two degree options: BA Honours in Communication Studies and BA Combined Honours in Communication Studies and another subject. More information about the Program can be obtained at: <http://www.commstudies.mcmaster.ca/~cmst/>. The starting date for the appointment is July 1, 2005. Salary to be commensurate with experience. Applicants should send a letter of application, curriculum vitae, three letters of reference, and a sample of peer

reviewed work. To: Lisa Platt, Acting Director, Communication Studies Program, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2, Canada. Applications received by 31 March 2005 will be assured of consideration. Interviews will begin as soon thereafter as possible. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities.

■ **COMPUTER SCIENCE** — University of Waterloo. The University of Waterloo invites applications for several tenure-track faculty positions in the School of Computer Science, with priority for researchers in the areas of human-computer interaction, bioinformatics, scientific computing, and software security. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2005 calendar year. Exceptional candidates may be considered for a Tier 2 Canada Research Chair. With over 65 faculty members, the University of Waterloo's School of Computer Science is one of the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off

Arts et sciences

La Faculté des arts et des sciences sollicite des candidatures pour :

- un poste de directrice ou de directeur > au rang de titulaire, pour l'École de bibliéconomie et des sciences de l'information.
- un poste de professeur ou professeur > pour une Chaire de recherche du Canada (niveau 2) à l'École de criminologie, dans le domaine des politiques et pratiques pénales.
- un poste de professeur ou professeur > au rang d'adjoint, au Département de psychologie, dans le domaine de la psychologie clinique (troubles mentaux graves).
- un poste de professeur ou professeur > au rang d'adjoint, à l'École de relations industrielles, en santé et sécurité du travail / méthodologie de la recherche.

Date d'entrée en fonction : Variable selon les postes (sous réserve d'approbation budgétaire).

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'université s'inscrit à un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.

Pour de plus amples informations, veuillez consulter notre site web : www.fas.umontreal.ca

Université  de Montréal

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 1,200 faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We value diversity in the workplace.

TENURE-TRACK POSITIONS FACULTY OF EDUCATION

Searching for a faculty member to bring a strong Aboriginal perspective to the Faculty in one of the following areas: Curriculum and Instruction, Educational Foundations, Educational Psychology, Educational Administration, or Adult Education

www.uregina.ca/hr/recruitment.html

TERM POSITIONS FACULTY OF ARTS

In the Department of French (2 positions) - www.uregina.ca/hr/recruitment.html

FACULTY OF FINE ARTS

In the Department of Theatre - www.uregina.ca/hr/recruitment.html

For more details on the University of Regina please visit www.uregina.ca



UNIVERSITY OF
REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca/hr/recruitment.html

FACULTY MEMBER HUMAN SECURITY & PEACEBUILDING

Royal Roads University is seeking applications for the position of Faculty Member in our Peace & Conflict Studies Division to play a key role in the delivery of the Master of Arts program in Human Security and Peacebuilding, an applied, interdisciplinary program that combines a theoretical and field-based understanding of human security and peacebuilding as defined by the UNDP. The program focuses on international development, humanitarian intervention, social reconstruction, peacebuilding and conflict transformation as it relates to the restoration of civil society in politically unstable environments or countries that have experienced violent conflict.

Qualifications include demonstrated teaching excellence at the graduate level and an ability to work with a team in an interdisciplinary competency-based curriculum. Applicants must have a Ph.D. with a broad theoretical understanding of, and a focused area of scholarly interest in, the field, strong applied experience internationally, as well as a willingness and ability to teach the full range of the field's conceptual perspectives.

For information and application instructions, visit our website at www.royalroads.ca

ROYAL ROADS
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School of Human Kinetics

The University of British Columbia
www.hkin.educ.ubc.ca

Assistant Professor, Exercise Nutrition

The School of Human Kinetics at the University of British Columbia invites applications for a full-time, tenure-track position in nutritional science and exercise biochemistry at the Assistant Professor level. Appointment at a higher rank may be considered for a woman or member of a designated equity group with exceptional qualifications. All qualified persons are encouraged to apply.

Applicants must have an earned doctorate in Human Kinetics or a closely related field with a background in nutritional science and exercise biochemistry and a promising record, or outstanding potential, in research and teaching. Postdoctoral training is highly desirable. Expertise in one of exercise performance, obesity, aging, or diabetes is strongly preferred. The ability to teach research methods and applied statistics would be an asset. The appointment will become effective July 01, 2005, and will be subject to final budgetary approval. The salary will be commensurate with qualifications and experience.

The successful candidate will teach undergraduate and graduate courses in their areas of specialty, supervise graduate students, develop a well-defined program of research, secure external research funding, and contribute to the affairs of the School.

The School of Human Kinetics is an interdisciplinary academic unit focused on social, natural and biomedical science approaches to sport, physical activity and health across the lifespan. The School is committed to encouraging collaborative, interdisciplinary research and teaching among its members as well as with other university and extra-university groups. The School offers a newly revised B.H.K. degree with specializations in Kinesiology and Health Science, Physical and Health Education, and Interdisciplinary Studies. The graduate program includes M.A., M.Sc., M.H.K. (non-thesis), and Ph.D. degrees. Program enrolments are 800 undergraduate and 80 graduate students. Additional information related to the School is available at <http://www.hkin.educ.ubc.ca>.

The closing date for applications is March 31, 2005

A letter of application, curriculum vitae, contact information for three referees who have been asked to provide supporting letters for the application, together with a statement of research interests and copies of recently published articles (if available), should be sent to:

Dr. Robert Sparks, Director (robert.sparks@ubc.ca)
School of Human Kinetics, The University of British Columbia
210-6081 University Boulevard, Vancouver, British Columbia, Canada, V6T 1Z1

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents will be given priority. The School is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University offers competitive salaries, start-up costs, and housing assistance.

CAREERS CARRIÈRES

companies including Anywhere Solutions Inc., MapInfo Inc. and Open Text Corp. For further information on the School of Computer Science, please see our web page at <http://www.cs.uwaterloo.ca>. Applications should be sent by electronic mail to cs-chair@uwaterloo.ca, or by post to: Chair, Advisory Committee on Appointments, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

COMPUTER SCIENCE - University of Waterloo. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

of highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to be on a full-time basis. The 2005 calendar year. Excellent candidates may be considered for a two-year Canada Research Chair. For more information on the School of Computer Science, please see our website at <http://www.uwaterloo.ca>. Applications should be sent by electronic mail to cs-chair@uwaterloo.ca, or by post to: Chair, Advisory Committee on Appointments, School of

Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

COMPUTING SCIENCE - University of Alberta. The Department of Computing Science at the University of Alberta is seeking a highly motivated individual to fill a position at the level of assistant professor in the areas of image/signal processing and algorithms. This is a soft tenure-track position. The initial appointment will be for four years, and continuation is subject to availability of funding. The first probationary period is normally 4 years (unless credit for previous service is granted) and a second probationary period must be 2 years. This position is in support of a major research initiative, funded by the federal and provincial governments and industrial partners, on developing intelligent sensing technologies for monitoring oil sand mining operations (see www.ualberta.ca/~cmis). Candidates should have a PhD in CS or EE, with specialization in image and signal processing or computer vision. Preference will be given to applicants with knowledge and experience in adaptive image/signal processing, stochastic and multi-scale techniques for image modeling and analysis, and sensor fusion (literally, range) algorithms. Working with an NSERC industrial research chair, the candidate is expected to establish his research program, develop new solutions to practical industrial problems, and supervise students at both the graduate and undergraduate level. The position will also require teaching at a reduced load (one and one half courses per year on the average). Strong communication skills, project management, interpersonal skills, and team leadership are important qualities. The department is well known for its collegial atmosphere, dynamic and well-funded research environment, and superb teaching infrastructure. Its faculty are international scientists, and enjoy collaborative research partnerships with local, national, and international industries. The University of Alberta, located in the provincial capital of Edmonton, is one of Canada's largest and finest teaching and research institutions, with a strong commitment to undergraduate teaching, community involvement, and research excellence. As a population center of 1,000,000, Edmonton offers a high-quality, affordable lifestyle that includes a wide range of cultural events and facilities. In a natural setting close to the Canadian Rockies, Alberta's innovative funding initiatives for supporting and sustaining leading-edge IT research have attracted world-class researchers and outstanding graduate students to our department and to the campus. Further information about the department and university can be found at www.ualberta.ca. Competition will remain open until a suitable candidate is found. Find further details about us at www.cs.ualberta.ca. To apply send your curriculum vitae and the names and addresses of three referees to: Dr. Everett, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2G6, or everett@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equal opportunity for employment and welcome diverse applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

DESIGN - Humber Institute of Technology & Advanced Learning. Located in Toronto, Canada, Humber Institute of Technology and Advanced Learning has two openings for Professors: one in the Bachelor of Applied Arts/Interior Design program. The successful candidate will have a Master's degree and one in a related field and a minimum of five years progressive North American experience. This is a rare opportunity to join a growing faculty in one of North America's leading design schools. For the Industrial Design position, automotive designers are encouraged to apply. Please view these openings at www.humber.ca/careers to view these postings, and for contact information.



UNIVERSITY
OF MANITOBA

HEAD DEPARTMENT OF ARCHITECTURE

The Faculty of Architecture invites applications for the Head of the Department of Architecture beginning August 1, 2005. The appointment will be tenured at the rank of Associate Professor/Professor.

The Opportunity

The Faculty of Architecture seeks an inspiring individual who will articulate and advance the desires and collective vision of the Faculty and Department. Opportunities exist for an individual who seeks to work in a collegial and dynamic environment, and who is dedicated to the pursuit of excellence in teaching, scholarship and community involvement. The successful candidate will work with the Department to formulate pedagogical goals, shape the curriculum, and guide and promote existing and new research and partnership agendas.

The Person

Candidates for this position must possess a professional degree in architecture, as well as a post professional degree in architecture or related field. Eligibility for professional registration is an asset. Further, candidates must have demonstrated excellence in teaching design studios and core courses, and in supervising final projects and theses. A record of scholarship is essential, as is an understanding of the importance of 'design as research', the relationship between materials and making, and the liaison among the academy, the design professions and industry. The successful candidate must be able to articulate an understanding of the importance of the studio environment for the cultivation of creative innovation. The candidate must be a team player, possess administrative experience, be approachable, and communicate with faculty, staff, and students.

The Department of Architecture

We are an energetic group of hard working and talented individuals who are deeply committed to integrating design education with an active scholarship culture. Our scholarship and pedagogy embrace materials and construction, digital technologies, urban design issues, and history and theory. Our ambition and commitment are evidenced by the central role we played in founding and constructing the Centre for Architectural Structures and Technology (CAST) (<http://www.umanitoba.ca/cast/building/>). We are in the process of establishing, in close collaboration with the Faculty of Engineering, CAST-based, post professional architectural degree programs in the areas of Flexible Formworks, Digital Making, and Sustainable Architecture. Post-professional research and design programs are also being developed for an International Centre for Flood Architecture, and a Centre for Advanced Product Design. A Centre for Digital Formation will explore the interface of design and manufacturing.

The Department is committed to providing opportunities for regional studios, including working with aboriginal communities. Recent design studios have been offered in Europe, the Far East, and North and South America. Both the Faculty and Department critically integrate the use of computers and other media in design teaching. The professional program in Architecture is fully accredited by the Canadian Architectural Certification Board (CACB).

The Faculty of Architecture & Community

The Faculty is based upon an undergraduate interdisciplinary foundation (Environmental Design) and four accredited professional programmes (Architecture, City Planning, Interior Design, Landscape Architecture). The Faculty is collaborating with Fine Arts and Music to design and build a Centre for Music Art and Design (CMAD) where multi-media collaboration will take precedence. Located in the vibrant and culturally diverse City of Winnipeg, the Faculty has developed significant outreach initiatives, including a downtown Design Centre. Winnipeg has a rich architectural history and a remarkable range of arts and cultural institutions. The City offers a high quality lifestyle and hosts the world renowned Royal Winnipeg Ballet, internationally acclaimed music culture, and highly regarded multi-cultural theatre.

Application Details

Applicants should submit their Curriculum Vitae along with a portfolio and teaching dossier and statement of pedagogical philosophy, and the names of three (3) referees. Applications will begin to be considered by March 15, 2005. Interviews of short-listed candidates will occur in April or May, 2005. Application materials, including letters of reference, will be handled in accordance with the *Freedom of Information and Protection of Privacy Act (Manitoba)*.

Applications and inquiries should carry the reference *Head of Architecture Search Committee, Position Number ABA 068* and be addressed to Dr. David R. Witty, Dean, Faculty of Architecture and Chair, Head of Architecture Search Committee, Faculty of Architecture, 201 Russell Building, University of Manitoba, Winnipeg, R3T 2N2, Canada.

The University encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Additional information on the Faculty and Department is available at <http://www.umanitoba.ca/faculties/architecture>.

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DENTISTRY - Dalhousie University. The Faculty of Dentistry, Dalhousie University, is seeking applications for a two-year full-time limited term, possibly leading to tenure-track faculty position in the division of Endodontics in the Department of Dental Clinical Sciences. The time associated with the term position may be fully reduced in the first year of the tenure track position if granted. Responsibilities will include undergraduate teaching, collaborative research, continuing education and associated administrative duties, depending on the successful applicant's credentials and experience. The successful candidate will also be responsible for the development of a plan for a graduate endodontic programme. Preference will be given to candidates with an established teaching and/or research record. The successful candidate will have an opportunity to collaborate with other Divisions, Departments, and Institutes. Start-up funds may be available. Applicants should have graduate education in endodontics and have a master's degree. It is expected that the successful applicant will have demonstrated experience in research, undergraduate teaching, and administration. Salary and rank will be commensurate with qualifications and experience. Individuals currently enrolled in an accredited graduate endodontic programme are also invited to apply. The successful applicant must be eligible for licensure in Nova Scotia. Private practice privileges for patient care will be negotiable. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Equal Opportunity Employer. The University encourages applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

ECONOMICS - Wilfrid Laurier University. Applications are invited for a twelve-month limited term appointment as Lecturer or Assistant Professor commencing July 1, 2005. Preference will be given to applicants with a PhD and teaching experience. Duties include teaching at the undergraduate level and research. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men including persons in a visible minority, persons with disabilities and aboriginal persons. This position is subject to budgetary approval. Applications with a curriculum vitae and the names of three referees should be directed to: Dr. Alastair Roberts, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G5 (alroberts@uwaterloo.ca).

EDUCATION - University of New Brunswick (Saint John Campus). The University of New Brunswick Faculty of Education invites applications for a 12-month term position in Education. The appointment will commence on August 1st, 2005. Candidates must be committed to excellence in teaching. The successful candidate will be expected to teach undergraduate courses in the field of Education, such as Techniques of Teaching, Teaching Post-Secondary Writing, and Early Years Literacy. Classroom experience, and a strong leadership role would be an asset. Appointment will be made subject to budgetary approval at the Lecturer or Assistant Professor level. PhD or near completion required. Applications and the names of three referees should be sent to: Dr. Gary Worrell, Acting Chair, Social Science Dept., 1100 University of New Brunswick, P.O. Box 5060, Saint John, NB, E2L 4L5. Questions concerning this position can be directed to Dr. Gary Worrell, Acting Chairperson, Department of Social Science at gworrell@unb.ca. Deadline for receipt of applications is March 31, 2005. All qualified candidates are encouraged to apply.

CAREERS CARRIÈRES

didates are encouraged to apply, however, candidates and positions are not guaranteed. Candidates will be given priority. Applicants should indicate current citizenship status. The University of Waterloo is committed to the principle of employment equity.

ELECTRICAL & COMPUTER ENGINEERING

University of Waterloo. The Department of Electrical and Computer Engineering at the University of Waterloo invites applications for several tenure or tenure-track positions at the rank of Assistant, Associate, or Full Professor in the engineering of embedded, distributed or dependable computer systems. For senior positions, the department seeks exceptional applicants with leadership, vision, and strong records of research accomplishments. For junior positions, the department seeks strong applicants who are early in their careers and have demonstrated potential for quality research and teaching. Applicants should have earned a doctoral degree in Computer Engineering, Software Engineering, Electrical Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Highly qualified candidates will be considered for award of ECE Research Chairs. These Chairs receive substantial research funding and support for graduate students. The awards are given for an initial period of five years, with the possibility of renewal. The department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrollment of more than 250 research Master and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering and Software Engineering (which is offered jointly with the School of Computer Science) draw from the top students from across Canada. The department offers an outstanding research environment with research laboratories in software systems and engineering, digital hardware design and verification, and other ECE areas ranging from wireless communications to microelectromechanical systems. Researches benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the inventor. Salaries will be competitive and will be determined according to the successful applicant's accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo, a population of 300,000 in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator, whose address is the following: Faculty Search Coordinator, Department of Electrical and Computer Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. If the applicant wishes, an additional soft copy of the above documents can be emailed to cvcomp@uwaterloo.ca. All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

ELECTRICAL & COMPUTER ENGINEERING

University of Waterloo. The Department of Electrical and Computer Engineering at the University of Waterloo invites applications for a number of tenure-track and tenure faculty positions. The successful candidates will be based on the qualifications and academic records of the applicants. Exceptional candidates are being sought in the areas of computer engineering, nanotechnology, engineering, MEMS, information security and software engineering. However, outstanding candidates in other areas of computer and computer engineering will also be considered. For more information on current openings, visit <http://www.ece.uwaterloo.ca>. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 65 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrollment of more than 300 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the School of Computer Science), Mechanical Engineering (offered jointly with the Departments of Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering are ranked in September 2005 jointly with the Departments of Chemistry and Chemical Engineering (ranked in the top ten) in the University of Canada. The department offers an outstanding research environment in two recently completed new buildings with state-of-the-art research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system (strongly encouraged) at <http://www.ece.uwaterloo.ca>, or by electronic mail to cv_ece@uwaterloo.ca, or by post to: Faculty Search Coordinator, Department of Electrical and Computer Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be given priority. The

University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

ENGINEERING - UNIVERSITY OF NEW BRUNSWICK

Applications are invited for the position of J. Herbert Smith Chair in Technology Management and Entrepreneurship in the Department of Engineering at the University of New Brunswick. Effective July 1, 2005, this appointment is normally made for a one-year term at the full Professor level and will be subject to renewal. The academic rank of the position and nature of the contract (term vs. tenure-track) are, however, negotiable depending on the qualifications of the candidate. Established to provide leadership in engineering management education to undergraduate students, the J. Herbert Smith Chair is the most generously endowed Chair in the University. Reporting to the Dean of Engineering, the Chairholder is responsible for the overall management of the academic programs and administration of the Dr. J. Herbert Smith Centre. The successful candidate will provide leadership in the development and implementation of an undergraduate Technology Management and Entrepreneurship (TME) Diploma Program for engineers, scientists, and related disciplines. In addition to coordinating and instructing undergraduate and postgraduate courses, he or she will be expected to develop a research program relevant to management of technology and entrepreneurship. The Chairholder is expected to liaise with other departments and faculties on campus, and work with public and private-sector organizations across Canada on matters and projects of strategic interest to the Centre. The University is seeking an exceptional individual who possesses a unique blend of academic qualifications, leadership abilities and professional experience. Candidates will hold an undergraduate degree in Engineering and postgraduate education in Engineering and/or Business, preferably at the doctoral level. Their advanced education should be reflected in a minimum of at least 10 years of management experience in industry or government, and they should bring to this position an extensive and effective network of contacts in private and public sectors. Impeccable communication skills and a record of goals achieved are a must. The successful candidate will be expected to provide on-line education and be employed in support of on-line education as well as an asset, as would be the ability and willingness to be registered as a Professional Engineer with the University of New Brunswick. The University of New Brunswick is located in Fredericton, the capital city of New Brunswick, Canada, situated on the beautiful Saint John River. UNB has a rich history and a legacy of excellence and makes a significant difference to the economic, social and cultural development in New Brunswick and around the world. Inquiries, nominations and applications should be addressed to: Dr. David Coleman, Chair of the J. Herbert Smith Chair in Technology Management and Entrepreneurship, University of New Brunswick, Fredericton, NB, Canada, E3A 5A3; E-mail: dcoleman@unb.ca; Fax: (506) 453-4270; <http://www.unb.ca>. Applicants should include curriculum vitae and the names of three referees. The deadline for applications is March 31st, 2005. Only a successful candidate is selected. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

ENGINEERING - UNIVERSITY OF GUELPH

We invite applications for a full-time, tenure-track position in the Department of Engineering and Computing commencing July 1, 2005 or earlier. The intention is to appoint a senior faculty member with a strong research background in the area of mechatronics. The successful applicant is expected to contribute to the research, teaching and supervision of MSc and PhD graduate students. Teaching responsibilities include graduate and undergraduate courses in mechatronics and possibly undergraduate courses related to the first degree. Applicants are expected to be registered as a Professional Engineer or be qualified and prepared to become a registered Professional Engineer. Industrial experience would be an asset. The School of Engineering has 28 faculty, 16 staff, approximately 800 undergraduate students and about 140 graduate students. It currently offers a number of research programs in engineering systems and computing, environmental engineering, biological engineering and water resources engineering. The University is renowned for its strength in environmental and biological science, being among the most research-intensive universities in Canada, with scholarship research funded by grants and contracts of about \$106 million annually. The University offers a quality life style with excellent career growth opportunities. It dates back to 1874 and has an enrollment of over 15,000 full-time undergraduate students and 1,000 graduate students. It remains small enough to foster a friendly and informal atmosphere, yet is large enough to offer the University the challenge of a much larger university. Application Deadline: March 31, 2005 or earlier. A successful candidate is found. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

ENGLISH - ST. JEROME'S UNIVERSITY

The Department of English at St. Jerome's University (in the University of Waterloo) invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing July 1, 2005. The successful candidate will have a PhD in English with expertise in Chaucer. In addition to teaching courses on the literature of Chaucer

and his contemporaries, the successful candidate should be prepared to teach a variety of courses on, for example, the history of British literature, literary theory, and genres of interest to students majoring in disciplines other than English. Interest in, and ability to contribute to, interdisciplinary programs, such as Medieval Studies, Legal Studies, and Sexuality, Management and the Family would be an asset. Opportunities to contribute to the graduate English program of the University of Waterloo are normally available to St. Jerome's faculty. St. Jerome's University, situated in the heart of the University of Waterloo since 1960, while over 1,000 undergraduate students are registered at St. Jerome's in its Faculties of Arts and Mathematics, more than

10,000 of the University of Waterloo's students enroll in the courses offered by St. Jerome's each year. Founded in 1865, St. Jerome's University remains committed to a liberal arts undergraduate education that addresses the student as a whole person, including the intellectual, social, and spiritual dimensions. For more information on our university visit our website at www.sju.ca. Applications from women and men who are familiar with and sympathetic to the traditions of the Roman Catholic faith are encouraged. The minimum starting salary (as of May 1, 2004) for an Assistant Professor is \$55,000. The closing date for applications is March 1, 2005. Applications must contain a detailed letter explaining your interest in and suitability for the position, a curriculum vitae, a statement of your teaching philosophy and research

agenda, and three confidential letters of recommendation (sent under separate cover by the referees or as part of your graduate school dossier). Please address applications to: Dr. C. McGee, Chair, Department of English, St. Jerome's University, 290 Westmount Road North, Waterloo, Ontario, Canada N2L 3G3. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. St. Jerome's University is committed to the principles of employment equity.

ENGLISH - Bishop's University. Pending final budgetary approval, the Department of English at Bishop's University invites applications for a full-time 10-month seasonal appointment (September 1st, 2005 to July 30th, 2006) at the rank of Lecturer in

the areas of 18th Century, Romantic Literature, and Literary Theory. Preference will be given to candidates with a PhD in English Literature and a record of excellence in teaching at the undergraduate level. This position is advertised under conditions of equal opportunity employment and in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Stephen Sheeran, Dean of Humanities, Bishop's University, Lennoxville, QC J1M 1Z7. For additional information regarding this position, please contact Dr. Glen Wickens, Chair, Department of English (gwickens@bishops.ca). The deadline for the receipt of applications and all supporting materials is April 1st, 2005.

UNBC University of Northern British Columbia

College of Arts, Social & Health Sciences

Assistant/Associate Professor Position, First Nations Studies Program (1 Tenure-Track Position)

The University of Northern British Columbia, in conjunction with the First Nations Studies Program, invites applications for an Assistant or Associate Professor (tenured or tenure-track) with an expected start date of July 1, 2005 (subject to budgetary approval).

The successful candidate will contribute to the First Nations Studies Program mandate to foster an understanding of the diversity of Aboriginal peoples in Canada and abroad. Candidates should possess a Ph.D. (or be near completion), and demonstrate a strong background in teaching and research in

First Nations studies which complements the mandate of the Program.

We are seeking applicants whose research and teaching expertise is in the areas of aboriginal health, traditional environmental knowledge (TEK), traditional use studies, community-based research, and/or resource planning. The successful candidate will be capable of teaching undergraduate and graduate courses. For more information about the First Nations Studies Program visit our Web site at www.unbc.ca/fnsthonations.

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax, and email information) quoting competition #FAN07-05(B) to: Dr. J. Howard Brunt, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to: Paul Michel, Chair of the First Nations Studies Program, at Telephone (250) 960-5517, E-mail: michel@unbc.ca. Electronic submissions of CVs can be forwarded to: FacultyRecruitment@unbc.ca. Applications received on or before March 31, 2005 will receive full consideration; however applications will be accepted until the position is filled.

Assistant/Associate Professor Positions, Nursing Program Prince George and Regional Campuses (Tenured and Tenure-Track Positions)

This is an opportunity for you to live in beautiful British Columbia and be part of a team of health sciences professionals. The Northern Collaborative Baccalaureate Nursing Program (NCBNP) is a four year Bachelor of Science (Nursing) degree offered in collaboration with the College of New Caledonia at both Prince George and Quesnel. The NCBNP is experiencing a period of rapid growth in Prince George as well as in the southern interior region at Quesnel and in the northwest of BC at Terrace. It is anticipated that there will be a combined intake of 105 students across the three sites in 2005. A new Master's of Nurse Practitioner program will also be starting in 2005. The NCBNP is also available to post diploma entry RNs wishing to upgrade their educational qualifications from diploma to degree. There are also plans for the development of a Bachelor's of Health Sciences program.

The University of Northern British Columbia, in conjunction with the Nursing Program, invites applications for up to five full time tenure and tenure-track positions to be involved in this exciting phase of development at UNBC and in the surrounding regions (subject to budgetary approval).

New faculty will have the opportunity to be involved in course, clinical and teaching development, coordination of courses and/or academic years and

contribute to the ongoing innovative educational delivery development and emerging research interests in rural health at UNBC. Close collaboration with rural communities, health services and their personnel is a strong feature of the NCBNP and UNBC in particular. There is also room for collaboration with colleagues in the new Northern Medical Program, established in partnership with the University of British Columbia, and other graduate and undergraduate programs in the health sciences.

Minimum requirement for the positions are completion of a Master's in Nursing or equivalent, but a Ph.D. or registration and evidence of progress in a doctoral program in Nursing or a cognate field is preferred. We welcome enquiries from applicants with teaching and clinical experience in all areas of nursing and public health but would place rural health, mental health, community or public health and First Nations nursing is particularly sought. Applicants will be required to present evidence of teaching excellence. Strong organizational, initiative taking, small teamwork skills and communication skills are essential. RN registration and eligibility to register with the RNABC are required.

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax, and email information) quoting competition #FANU05-05(B) to: Dr. J. Howard Brunt, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to: Dr. Ian Blua, Chair of the Nursing Program, at Telephone (250) 960-5849, E-mail: blua@unbc.ca. Electronic submissions of CVs can be forwarded to: FacultyRecruitment@unbc.ca. Applications received on or before March 31, 2005 will receive full consideration; however applications will be accepted until the positions are filled.

Instructor Position, Political Science Program (1 Full-time Term Position)

The University of Northern British Columbia invites applications for a full-time term instructor position within the Political Science Program, to teach during the Fall 2005 and Winter 2006 semesters. This is an initial 1-year appointment to teach six courses (3 courses per semester), but may be renewed based on budgetary approval. Priority will be given to those

applicants with experience teaching Canadian politics and political theory. In addition, the ability to teach natural resource and environmental policy will be an asset. Candidates should possess a Ph.D. in Political Science (or be near completion), and have demonstrated effective undergraduate teaching.

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax, and email information) quoting competition #FAP006-05(B) to: Dr. J. Howard Brunt, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to: Dr. John Young, Chair of the Political Science Program, at Telephone (250) 960-6636, E-mail: young@unbc.ca. Electronic submissions of CVs can be forwarded to: FacultyRecruitment@unbc.ca. Applications received on or before March 31, 2005 will receive full consideration; however applications will be accepted until the position is filled.

UNBC is located in Prince George (central British Columbia) which has a population of approximately 80,000. The University has a current student enrolment of over 3,500 students. The community has a rich cultural life with an excellent symphony orchestra, five theatre, art gallery and museum. Prince George provides easy access to world

class outdoor recreation: canoeing, hiking, mountain biking, skiing, camping and fishing, all in close proximity to the city centre. On a clear day, the majestic Rocky Mountains are visible from the University. Both students and faculty enjoy more than fifty kilometres of trails that criss-cross the natural environment surrounding the campus.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN
BRITISH COLUMBIA

3333 UNIVERSITY WAY, PRINCE GEORGE, BC, V2N 4Z9
FOR MORE INFORMATION, VISIT OUR WEB SITE: WWW.UNBC.CA

CAREERS CARRIÈRES

■ **ENGLISH** — University of New Brunswick (Saint John Campus). The Department of Humanities & Languages, at the University of New Brunswick in Saint John invites applications for a nine-month salaried leave replacement position in English at the rank of Lecturer or Assistant Professor. This position will commence August 1, 2005, and is subject to budgetary approval. Along with an introductory survey course, the successful candidate for this position will be expected to

teach courses in Maritime literature and Creative Writing (Poetry). Applicants should be able to demonstrate a strong commitment to teaching, and ideally will have a PhD degree. Please send applications, including a curriculum vitae, with the names of three referees to: University of New Brunswick, Saint John Campus, Attention: Dr. Robert Moore, Chair, Department of Humanities & Languages, P.O. Box 5050, Saint John, NB E2L 4L5. Any questions about this competition should be

directed to: jmoore@unb.ca. The deadline for receipt of applications is March 31, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of Employment Equity.

■ **ENVIRONMENT, EARTH & RESOURCES** — University of Manitoba. The Natural Resources Institute within the Faculty of Environment, Earth, and Resources at the University of Manitoba invites applications for a tenure-track appointment at the rank of Assistant Professor. This position is for a terrestrial ecology/biophysical geographer with primary responsibilities for graduate teaching and research, with a strong interdisciplinary orientation. The appointment will commence July 1, 2005, or soon thereafter. A PhD degree and proven expertise, including refereed publications, in the area of

applied terrestrial ecology/biophysical geography are required. The successful candidate will have expertise relevant to one or more key areas: landscape ecology, ecosystem-based management, adaptive management, or restoration ecology. National and/or international experience in research and graduate student supervision is desirable. Skills associated with remote-sensing, GIS, and ecological research methods are considered to be an asset. The main duties will be to initiate and participate in research projects, consistent with a natural resource management focus; to supervise graduate students; and to develop networks with other departments and external agencies. Teaching duties will primarily include responsibility for graduate offerings in the areas of ecological resources management, biodiversity, and a course in the applicant's field of specialization. The Natural Resources Institute (www.umanitoba.ca/institutes/natural_resources) has a distinguished record of graduate education since 1968. The NRI program leads to the degrees of Master of Natural Resources Management (MNRM) and PhD in Natural Resources and Environment Management. The NRI is one of the three founding units of the new Faculty of Environment, Earth, and Resources at the University of Manitoba, with a current enrolment of over 26,000 students, has a distinctive role in the Province as the largest and most comprehensive institution of higher learning. Winnipeg is a vibrant city with rich cultural and recreational opportunities including a number of professional arts groups and sports teams, and many opportunities nearby for all types of outdoor activities in all seasons. It combines the amenities of urban life with easy access to the countryside and to northern lakes and forests. The Winnipeg housing market is one of the most favourable in Canada. Learn more about Winnipeg at www.winnipeg.ca. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities. Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications, including curriculum vitae, statement of qualifications in research and teaching, and names of three referees should be sent by regular mail to: Dr. Emdad Haque, Chair, Search Committee, Natural Resources Institute, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Please specify position number ALE 051 on all correspondence. Enquiries by telephone (204-474-6355), fax (204-261-0038), or email haquee@ms.umanitoba.ca are welcome. Application materials, including letters of reference, will be handled in accordance with the "Freedom of Information and Protection of Privacy Act" (Manitoba). The application must be received by May 2, 2005.

■ **EXTENSION** — University of Alberta. To achieve our mission to contribute responsibly to social and individual betterment and to exemplify the ideals of a civil society, the Faculty of Extension is strengthening its excellence in key areas of scholarship and programming with four tenure-track appointments. We welcome applications from exceptional candidates with research interest and programming experience in one or more of the following interdisciplinary fields: continuing professional development with a focus on emerging professions; environment and governance; sustainable communities; integrated environmental resource management; organizational theory and development; public policy, including health-related issues; networks; learning, community, information. In particular, applications are encouraged from outstanding individuals with a keen interest in community engagement, exper-

ience in alternative learning environments, and a track record of successful program planning, development and delivery. The University of Alberta is one of the leading research-intensive universities in Canada, consistently rated at the top in independent surveys of research and student success, innovation, and learning resources. The Faculty of Extension has a strong mandate with responsibility for continuing education and university outreach, serving adult learners whose needs are not met through traditional university programming. With 120 staff, 14 of which are tenured-track academic appointments, an annual gross budget of approximately \$13 million, and annual student registration count of approximately 13,000, the Faculty offers a diverse range of cost-effective credit- and non-credit programs and services. These include a graduate degree in communications and technology, approximately 30 credit-bearing programs in continuing professional development and personal enrichment, specialized online learner services, as well as research and evaluation services. Inter- and multi-disciplinary research is encouraged, with a teaching collaboration with other Faculties. Through its 93-year history, our Faculty has achieved an exemplary record of university continuing education. Reporting to the Dean, faculty members are involved in expanding current offerings and in creating new non-credit, certificate, diploma, and credit programs of study that respond to emerging needs. Existing and new program possibilities are addressed through research, production, and delivery of innovative and flexible learning opportunities. Faculty members also are engaged in the acquisition of external resources to support research, development, delivery and evaluation of programming. In addition, members of the Faculty at the regional, national and international levels. Candidates should bring a high level of entrepreneurial enthusiasm and commitment to these positions. Faculty members work collaboratively with the post-secondary sector in Alberta through Campus Alberta and other initiatives with an interest in new models of research and academic programming. Qualified applicants with a doctorate in an appropriate field should submit a curriculum vitae and a letter of interest by March 31, 2005 to Dean Cheryl McWhatters, Faculty of Extension, University of Alberta, Edmonton, AB, T6G 2T4. Dean McWhatters is pleased to provide further information on these positions and may be contacted at (780) 492-2881, or email cheryl.mcwhatters@ualberta.ca. Positions are open to assistant and associate rank. Successful applicants will receive a competitive salary commensurate with their experience and an excellent benefits plan, including relocation assistance. We thank all applicants; however, only those selected for an interview will be contacted. Information on the Faculty of Extension can be found at www.extension.ualberta.ca or further information for interested applicants at <http://www.extension.ualberta.ca/facultyemploymentinfo>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal peoples.

DEAN OF THE FACULTY OF MANAGEMENT

Established in 1821, McGill University is an internationally known, research-intensive university and a Canadian leader in higher education. Located in Montréal, one of the world's great cities, the University benefits from a milieu rich in culture, recreation and diversity.

The Faculty of Management is an integral part of McGill and contributes to the University's reputation and success through its academic programs, its faculty teaching and research, its innovative partnerships with the business community and its international outreach. The Faculty currently has 144 faculty and staff members, 2120 undergraduate students and 795 graduate students. Additional information on the Faculty is available at www.mcgill.ca/management.

As the result of recent strategic planning efforts and the hiring of dynamic, young faculty members, the Faculty is poised for a period of exceptional growth and development. By continuing to recruit highly qualified faculty, attract outstanding students and innovate in its academic and executive program offerings, the Faculty aspires to take a leading role in enhancing the reputation of McGill in Canada and around the world.

Reporting directly to the Provost, the next Dean will face the exciting challenge of achieving these objectives. A natural leader, the Dean will be able to initiate change, motivate and inspire faculty, staff, students and external partners to help define and further the objectives of the Faculty, as well as seek and obtain the resources needed to implement programs and strategies. The Dean will have demonstrated qualities of integrity and empathy and will have an outstanding ability to listen and communicate. Ideally, the successful candidate should be able to communicate and work in both English, the language of instruction at McGill, and French.

An advisory search committee has been constituted and will begin its review of candidates as soon as possible. The committee will continue its work until a new Dean is appointed. In accordance with Canadian immigration policy, citizens and permanent residents of Canada who meet the qualifications will be given priority. McGill is committed to equity in employment.

Nominations and applications, including a full résumé, a statement of interest in the position and the names of at least three referees, should be addressed to: Dr. Patrick Kenniff, Kenniff & Racine Inc., 1010 Sherbrooke Street West, Suite 602, Montréal, Québec H3A 2R7. Or by e-mail to: mcgill-mgt@kenniffiracine.com



Kenniff & Racine
EXECUTIVE SEARCH
Montréal • Toronto



Kwantlen
UNIVERSITY COLLEGE

Dean of Arts

Kwantlen University College

Kwantlen University College is seeking a new Dean of Arts. Kwantlen is both a university offering baccalaureate degrees and a comprehensive college offering certificates, diplomas and associate degrees. Canada's largest university college, Kwantlen's four campuses are located in Richmond, Surrey and Langley, areas of great cultural diversity and high population growth, south of Vancouver.

Appointed to a new position, the Dean of Arts will report to the Vice-President Learning and Provost. Deans of Fine and Performing Arts, Humanities and Social Sciences will be responsible to the Dean of Arts for the day-to-day administration of the three areas bearing those names. The Faculty of Arts currently comprises 160 FTE faculty members, and significant growth is planned.

Kwantlen is strongly committed to research and scholarship consistent with its mission to "create outstanding educational experiences to prepare learners at all levels for leadership, service, and success." The Faculty of Arts is transforming from a number of two-year programs to baccalaureate degrees, expanding from a BA with majors and minors in Psychology and Criminology, and minors in History and English, to majors and minors in all the fields represented in more than a dozen departments.

The Dean of Arts is expected to provide innovative leadership to the Faculty and to the Deans of the Faculty's three areas in:

- Implementing a clear, yet evolving vision;

- Facilitating faculty and student research and scholarship, and enhancing relations with national granting councils and other sources of research funding;

- Further developing bachelor's and master's degrees and achieving national and international credibility for them;

- Enhancing external relations (including fundraising) for the Faculty with local and provincial politicians, social agencies, business organizations, and other educational institutions.

An earned doctorate in a relevant field, a record of significant scholarship, administrative experience in a university or college, and evidence of the capacity to lead transformational change are required.

Applications and nominations, including the qualifications and accomplishments on the basis of which the individual merits consideration, should be submitted in confidence to the address shown below. The search committee will begin the review of candidates in early April and a continuing appointment (without term) will take effect July 1, 2005 or as soon thereafter as is feasible. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
kwantlenartsdean@wasearch.com



Janet Wright & Associates Inc.

Senior-level recruitment for the public and not-for-profit sectors
www.jwasearch.com

DALHOUSIE UNIVERSITY
Assistant Professor in
Computer Engineering

The Department of Electrical and Computer Engineering (<http://www.ecd.dal.ca>) at Dalhousie University (<http://www.dal.ca>) invites applications for a probationary tenure track position in Computer Engineering at the Assistant Professor level. Duties include undergraduate and graduate teaching, research, and student supervision.

Candidates should have the background and necessary skills to teach undergraduate courses in Computer Engineering, including systems analysis, computer architecture, real time systems, computer communications, and computer networking. The applicant should have a Ph.D. in Electrical, Computer or Software Engineering and be eligible to become a Professional Engineer in the Province of Nova Scotia.

The successful candidate must possess outstanding communication skills and be capable of teaching in English at the undergraduate and graduate levels, supervising graduate students and undertaking an active research program in Computer Engineering or a related area.

The Electrical and Computer Engineering Department at Dalhousie University houses six active research laboratories: Communications, Microelectronics, Photonics, Power Systems and Energy, RF/Microwave Wireless, and Robotics.

Candidates should submit a letter of application, including curriculum vitae and the names, addresses, telephone numbers and e-mail addresses of at least three referees to:

Dr. Ezz El-Masry
Head, Department of Electrical and Computer Engineering
Dalhousie University
1360 Barrington Street
Halifax, Nova Scotia, CANADA, B3J 1Z1
E-mail: ezz.el-masry@dal.ca

The review process began January 15, 2005 and will continue until the position is filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Equal Opportunity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

DALHOUSIE
UNIVERSITY
Inspiring Minds

CAREERS CARRIÈRES

F

■ FOLKLORE & ETHNOLOGIE — Université de Sudbury

L'enseignement des cours de français langue seconde (débutants à avancés), formation/conception de matériel pédagogique et d'exercices multimédia interactifs, en technologies éducatives spécialement pour l'enseignement du français langue seconde, des livrables pédagogiques, des livrables informatiques, des livrables de matériel pédagogique et d'exercices multimédia interactifs, intranet/extranet, spécifiquement pour l'enseignement du français langue seconde; excellente connaissance du français; des connaissances approfondies et rôles en programmation: HTML, Javascript, PHP, SQL. La maîtrise du système d'exploitation Linux et des technologies serveur serait un atout. Outre l'enseignement de cours de français langue seconde, de niveaux débutant à avancés, la responsabilité principale du ou de la titulaire sera de participer activement à la réforme menée actuellement en vue d'intégrer systématiquement l'utilisation des nouvelles technologies éducatives dans les cours de français langue seconde au sein du département de français langue seconde, Université de Sudbury. Les personnes intéressées sont priées de leur parvenir une lettre de demande, accompagnée d'un curriculum vitae, d'échantillons de leurs documents relatifs au domaine de spécialisation informatique et cités pour l'enseignement du français langue seconde, et trois lettres de recommandation envoyées directement par leur auteur, à la professeure Yvette Smid, Directrice du Département d'études françaises, Collège universitaire Glendon, Université York, 2275 Avenue Bayview, Toronto, Ontario, M2N 3M6, Canada. L'université York est un employeur qui a adopté un programme d'action positive. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site WEB de l'université York à l'adresse www.yorku.ca/employment ou demander un exemplaire du programme auprès du bureau du programme d'action positive au numéro 416-736-5713. Toutes les personnes qualifiées sont encouragées à poser leur candidature; toutefois, priorité sera donnée aux personnes de nationalité canadienne ou détenant le statut de résident permanent. L'admission temporaire des ressortissants des États-Unis et du Mexique est autorisée conformément à la loi sur l'immigration et le libre-échange nord-américain (ALENA).

G

■ **GEOGRAPHY — University of Waterloo.** The Department of Geography at the University of Waterloo invites applications for a tenure faculty position in Geography. The appointment will be at the full or associate professor level for a specialist in Remote Sensing. Preference will be given to applicants who emphasize the applied aspects of remote sensing, have experience with the use of remote sensing in environmental modelling, and are knowledgeable in the use of GIS and spatial statistics. We seek a person who has

an established and well-funded research program with a demonstrated ability to attract graduate students. A second area of expertise linking to other areas of specialty in the department will be an advantage. The successful candidate will join a strong team of geomorphologists at Waterloo and will contribute to teaching at both the graduate and undergraduate levels. The Department of Geography is part of the Faculty of Environmental Studies. For additional information about the Department see: <http://www.uwaterloo.ca/geography/>. Applicants must have a PhD. Start date for the appointment is open to negotiation, but the successful candidate is expected to be on campus no later than January 1, 2006. Applications must include statements of career objectives, research interests, and the applicant's approach to teaching and learning. Applicants must include with the letter of application a curriculum vitae and the names (with contact information) of four referees. The first stage in the review of applicants will be based on the application and C.V. Referees will be contacted for those being considered in the second stage of the review. The review of applications will commence March 21, 2005 and continue until the position is filled. Applications should be sent to: Chair, Faculty Search Committee, Department of Geography, Faculty of Environmental Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **GEOGRAPHY & ENVIRONMENTAL STUDIES — Wilfrid Laurier University.** The Department of Geography and Environmental Studies invites applications for a three-year Limited Term Appointment to the rank of Assistant Professor, commencing 1 July 2005, subject to budgetary approval. The person is in the area of Physical Geography. The candidate is expected to have a completed PhD and to have postdoctoral research experience in hydrology and nutrient cycling in wetlands and agricultural systems. Additional experience in northern regions would be an asset to complement research strengths of the Department and the affiliated Cold Regions Research Centre. The candidate will be expected to conduct an externally-funded research program and teach undergraduate courses in Environmental Geography, Water Resources, Natural Environments, Natural Hazards and Risks and Disasters. Applicants can learn more about the Department and faculty interests at <http://www.wlu.ca/~geography/index.html>. To apply, please send a curriculum vitae, a short statement of research and teaching interests, up to three selected reprints, and the names and email addresses of three referees to: Dr. M.L. Byrne, Department of Geography and Environmental Studies, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G5. The closing date for applications and supporting materials is March 15th, 2005. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents

of Canada will be considered first for the position. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men including persons in a visible minority, persons with disabilities, and aboriginal people.

■ **GEOLOGICAL SCIENCES — University of Saskatchewan.** The Department of Geological Sciences is accepting applications for a term position for the 2005-2006 academic year. We are interested in applicants with a broad background in the geosciences, and excellent teaching abilities. The successful candidate must be able to teach 1st year Introductory Physical or Historical

Geology and be willing to teach 2nd year Introductory Petrology. He/she will be allowed the flexibility to teach senior undergraduate courses in his/her discipline. The Department is particularly interested in candidates with a strong background in the quantification of Earth processes. A candidate must hold a PhD when appointed, which will be at the Assistant Professor level. Although the appointment will be for a 3-year term, there is potential for renewal, dependent on the availability of funding. Although this position is primarily a teaching appointment, opportunities and responsibilities are available in the Department for the successful candidate to conduct research.

The Department has 16 full-time faculty, including four research chairs. There are excellent geochemical and isotopic analytical facilities and computing infrastructure, particularly for seismology. In addition, the University is home to the Canadian Light Source, the first synchrotron in the country. Applications, including resumes, short statement of teaching goals, and three letters of reference, should be addressed to: Term Position Search Committee, Department of Geological Sciences, University of Saskatchewan, Saskatoon, SK, S7N 5E2, Canada. Email: hrinfo@usask.ca; Fax: 306-966-8593; Website: www.usask.ca/geology/. We will begin reviewing applications



School of Human Kinetics

The University of British Columbia
www.hkin.educ.ubc.ca

Assistant Professor Socio-Cultural Study of Exercise & Sport

The School of Human Kinetics at the University of British Columbia invites applications for a full-time, tenure-track position in socio-cultural study of exercise and sport at the Assistant Professor level. Appointment at a higher rank may be considered for a woman or member of a designated equity group with exceptional qualifications. All qualified persons are encouraged to apply.

Applicants must have an earned doctorate in Human Kinetics or a closely related field with a background in socio-cultural studies and a promising record, or outstanding potential, in research and teaching. Expertise in one of internationalism, globalization, or multiculturalism as these pertain to exercise, physical activity or sport is strongly preferred. A background in social theory and research methodologies would be an asset. The appointment will become effective July 01, 2006, and will be subject to final budgetary approval. The salary will be commensurate with qualifications and experience.

The successful candidate will teach undergraduate and graduate courses in their areas of specialty, supervise graduate students, develop a well-defined program of research, secure external research funding, and contribute to the affairs of the School.

The School of Human Kinetics is an interdisciplinary academic unit focused on social, natural and biomedical science approaches to sport, physical activity and health across the lifespan. The School is committed to encouraging collaborative, interdisciplinary research and teaching among its members as well as with other university and extra-university groups. The School offers a newly revised B.H.K. degree with specializations in Kinesiology and Health Science, Physical and Health Education, and Interdisciplinary Studies. The graduate program includes M.A., M.Sc., M.H.K. (non-thesis), and Ph.D. degrees. Program enrolments are 800 undergraduate and 80 graduate students. Additional information related to the School is available at <http://www.hkin.educ.ubc.ca>.

The closing date for applications is September 30, 2005.

A letter of application, curriculum vitae, contact information for three referees who have been asked to provide supporting letters for the application, together with a statement of research interests and copies of recently published articles (if available), should be sent to:

Dr. Robert Sparks, Director (robert.sparks@ubc.ca)

School of Human Kinetics, The University of British Columbia

210-6081 University Boulevard, Vancouver, British Columbia, Canada, V6T 1Z1

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents will be given priority. The School is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University offers competitive salaries, start-up costs, and housing assistance.



UNIVERSITY OF
ALBERTA
EDMONTON, ALBERTA, CANADA

Canada Research Chair Tier II In Latin American Studies

The Department of Modern Languages and Cultural Studies at the University of Alberta invites applications for a Canada Research Chair Tier II in Latin American Studies, with emphasis on Cultural Studies. The appointment will be at the Assistant or Associate Professor rank, will be contingent upon successful CRC application, and will take effect July 1st, 2006.

Modern Languages and Cultural Studies (MLCS) is home to almost forty faculty members who teach and research in sixteen language areas in applied linguistics, literary studies, cultural studies, second language acquisition, and folklore studies. MLCS fosters a unique interdisciplinary atmosphere within the department and encourages initiatives with colleagues in other departments and faculties.

Latin American Studies is a growing field at the University of Alberta: this position will both strengthen the discipline and open the field to new possibilities. The successful candidate will be an outstanding emerging scholar with the potential of achieving an international reputation and will be a leader in one or more areas of Latin American Studies, including film, literature, popular culture, cultural linguistics, cultural studies, translation, or other relevant areas. In particular, the candidate will have a strong background in Cultural Studies and will be able to teach and conduct research in Latin American Studies within this broad perspective. The candidate will also have demonstrated skill as a team builder and leader with vision and energy. The ability to

work across disciplinary boundaries and to attract graduate students and post-doctoral researchers is a key quality. The successful candidate will be fluent in Spanish, knowledge of at least one of the other languages taught in MLCS would be an asset. The Canada Research Chair will play a leading role in promoting and guiding interdisciplinary research and collaboration in Latin American Studies/Cultural Studies across the Faculty of Arts. All individuals with relevant background and skills are invited to apply.

Applications, including resume, all university transcripts, and three letters of recommendation, should be sent directly to:

Dr. Marianne Henn
Acting Chair
Department of Modern Languages and Cultural Studies
Arts 200, University of Alberta
Edmonton, AB, T6G 2E6
Tel: (780) 492-1997
Fax: (780) 492-5106
E-mail: dolores.wohlend@ualberta.ca

Deadline: April 6, 2005

Please visit our website at www.mlcs.ca for information concerning the department. Information concerning the Canada Research Chair program at the University of Alberta can be found at www.rso.ualberta.ca/crc.cfm and www.chairs.gc.ca/web/program/index_e.asp. Candidates nominated by the Faculty must be approved by the University, and then their application forwarded to the Canada Research Chairs Secretariat in Ottawa for final approval.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

www.careers.ualberta.ca



School of Human Kinetics

The University of British Columbia
www.hkin.educ.ubc.ca

Assistant Professor Exercise & Sport Psychology

The School of Human Kinetics at the University of British Columbia invites applications for a full-time, tenure-track position in exercise and sport psychology at the Assistant Professor level. Appointment at a higher rank may be considered for a woman or member of a designated equity group with exceptional qualifications. All qualified persons are encouraged to apply.

Applicants must have an earned doctorate in Human Kinetics or a closely related field with a background in exercise and sport psychology and a promising record, or outstanding potential, in research and teaching. Expertise in research methodology and applied statistics is a requirement, and a background in one of children, youth, clinical or special populations is strongly preferred. The ability to teach in the area of coaching science and/or physical education program design would be an asset. The appointment will become effective July 01, 2005, and will be subject to final budgetary approval. The salary will be commensurate with qualifications and experience.

The successful candidate will teach undergraduate and graduate courses in their areas of specialty, supervise graduate students, develop a well-defined program of research, secure external research funding, and contribute to the affairs of the School.

The School of Human Kinetics is an interdisciplinary academic unit focused on social, natural and biomedical science approaches to sport, physical activity and health across the lifespan. The School is committed to encouraging collaborative, interdisciplinary research and teaching among its members as well as with other university and extra-university groups. The School offers a newly revised B.H.K. degree with specializations in Kinesiology and Health Science, Physical and Health Education, and Interdisciplinary Studies. The graduate program includes M.A., M.Sc., M.H.K. (non-thesis), and Ph.D. degrees. Program enrolments are 800 undergraduate and 80 graduate students. Additional information related to the School is available at <http://www.hkin.educ.ubc.ca>.

The closing date for applications is March 31, 2005.

A letter of application, curriculum vitae, contact information for three referees who have been asked to provide supporting letters for the application, together with a statement of research interests and copies of recently published articles (if available), should be sent to:

Dr. Robert Sparks, Director (robert.sparks@ubc.ca)

School of Human Kinetics, The University of British Columbia

210-6081 University Boulevard, Vancouver, British Columbia, Canada, V6T 1Z1

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents will be given priority. The School is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University offers competitive salaries, start-up costs, and housing assistance.

CAREERS CARRIÈRES

MALASPINA
University-College

Molaspina University-College, located on beautiful Vancouver Island, is accepting applications for the following faculty positions:

Marketing

Comp. 05-4006 closes 1 pm, April 14/05

Engineering

Comp. 05-4007 closes 1 pm, April 28/05

Media Studies

Comp. 05-4013 closes 1 pm, April 28/05

Geographic Information System (GIS)

Comp. 05-4016/17 close 1 pm, March 31/05

For full details, please click on Employment Opportunities on the Malaspina University-College website www.mala.ca. Bookmark this website for upcoming career opportunities.



Nanaimo Campus
900 Fifth Street
Nanaimo, BC V9R 5S5
(250) 251-1234

WWW.MALA.CA

after April 15th, 2005. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. The University of Saskatchewan is committed to increasing representation of equity groups (women, people of aboriginal ancestry, visible minorities and/or people with disabilities). Applicants from these groups are encouraged to self-identify in their applications.

GERMAN—St. Mary's University, The Department of Modern Languages and Classics, Saint Mary's University, invites applications for a tenure-track appointment in German at the rank of Assistant Professor starting July 1, 2005. The Department is seeking a dynamic individual who can assume responsibility for all aspects of the German program which is staffed by one full-time and part-time instructors. The ideal candidate will have a research profile in German Studies with emphasis on language and culture, and a demonstrated record of effectiveness in undergraduate language teaching at all levels. The successful candidate will have the vision and leadership skills to combine research interests in one or more of such fields as culture studies, applied linguistics, technology-mediated language instruction, or second language learning with German program development and course design. Secondary interest in other fields related to the University's interdisciplinary programs would be a desired asset. Applicants should hold a PhD or be near completion of the degree, possess native or near-native fluency in German and English, and be familiar with second language education in the Canadian university context. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to lifelong learning. Its distinctly international character is reflected in its proportion of international students and faculty abroad opportunities. We are particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Letters of application accompanied by an up-to-date curriculum vitae, three confidential letters of reference addressed to the Chair of the Department, and a teaching dossier including recent teaching evaluations should be sent to: Dr. Paul Bernard, Chair, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3; E-mail: paul.bernard@smu.ca; www.smu.ca. The closing date for applications is April 30, 2005. All qualified candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

GERONTOLOGY/GERIATRICS—University of Waterloo, Applications are being accepted for Director, Research Institute for Aging. This is a five-year faculty research appointment (with renewal) beginning after May 31, 2005. The successful candidate will have a PhD and/or MD with expertise in obtaining research funds, experience working with older adults; administrative skills required. Salary range commensurate

with qualifications and experience. The Research Institute for Aging is a new academic initiative in partnership with the University of Waterloo and the Village of Winston Park. In conjunction with the senior campus, The vision of the Institute is to enhance the care of seniors in both community-based and institutional living environments through research, innovative programs and staff training. Send curriculum vitae and the names of three references to: Professor Mike Sharrett, Dean, Faculty of Applied Health Sciences, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

HISTORY—Brock University, Brock University Department of History invites applications for a tenure-track appointment in Canadian History. The position is subject to budgetary approval. Applicants should have a earned PhD by the time of application. The successful applicant will be expected to teach at every level of the undergraduate program, including honours, and to teach a first-year "Americas" course. The appointment will commence July 1, 2005, at the rank of Assistant Professor. Applicants should submit a curriculum vitae and a short research plan plus arrange for three letters of reference to be posted to: Dr. Carmela Patrizi, Chair, Department of History, Brock University, St. Catharines, Ontario, Canada L2S 3A1. The closing date for applications is March 14, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty: qualified women candidates are especially encouraged to apply. More information on Brock University can be found on the University's website: www.brocku.ca.

HISTORY/POLITICAL SCIENCE—University of Waterloo, Applications are invited for a tenure-track position for a joint appointment in the Departments of History and Political Science at the University of Waterloo at the Assistant Professor level. Applicants must have a background in International History and/or International Relations to teach courses in the Departments of History and Political Science, that focus upon historical approaches to global change. Scholars and practitioners of contemporary international history topics are invited to apply as are those who have developed theoretical approaches to the study of international and diplomatic history. Candidates must have a PhD in History with an interdisciplinary interest in teaching/research in Political Science. The candidate is expected to contribute to teaching at the undergraduate level in a large class environment and to the graduate level. The appointment is effective January 1, 2005. Salary negotiable. Send application, CV, teaching and research interests, and three letters of reference to: Professor Patrick Hangan, Chair, Department of History, University of Waterloo, Waterloo, Ontario, Canada N2L 3C1 by August 1, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Please note that applications sent by fax or e-mail will not be considered.

HISTORY/SOCIAL SCIENCE—University of Western Ontario, The Department of History invites applications for one (1) limited-term position for a period of one (1) year at the Assistant Professor level in East Asian History, with an emphasis on China. This position, which is to begin in 2005, is offered contingent on funding. Each applicant must have a PhD in History and a minimum of three years of teaching experience in his or her subject area, and a strong record of scholarly publication. The successful candidate will be expected to teach courses relating to his or her expertise as well as in courses of a survey character. Candidates should send a letter of application, a curriculum vitae (including evidence of teaching performance), and three letters of reference to: Professor Margaret M. S. Kellow, Chair (acting), Department of History, The University of Western Ontario, Social Science Centre, Rm. 4328, London, Ontario N6A 5C2; Tel: (519) 663-3647; Fax: (519) 663-3010. The Deadline for applications is Friday, April 15, 2005. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

HUMANITIES—University of King's College, The University of King's College invites applications for the position of Teaching Fellow in the Foundation Year Programme (a one-year contact beginning 1 July 2005, with two possible renewals subject to review and budgetary approval). Duties include teaching and marking responsibilities in an interdisciplinary programme for first-year students which considers Western thought and culture (including literature, history, philosophy, religion and art) from ancient Greece to the present; approximately six hours a week of classes plus eight hours attendance at lectures. All candidates will have an MA or equivalent in some area of humanities or social sciences as a minimum. The position is subject to enrolment and budgetary approval. Salary: approximately \$30,706 to \$32,824 (2004-2005). Applications, including curriculum vitae, three letters of reference and teaching evaluations, should be sent to: Dr. Kyle Rafter, Director, Foundation Year Programme, University of King's College, Halifax, Nova Scotia B3H 2A1. Closing date for applications: 4 April 2005. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent resi-

dents. The University of King's College is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are strongly encouraged to apply.

INFORMATION STUDIES—University of Toronto, 5-Person Faculty Search, University of Toronto, Faculty of Information Studies, Open rank, open area. The University of Toronto is recruiting five faculty members to join the Faculty of Information Studies (FIS) in playing a leading international role in the field. As recognized in the Faculty's 2004-2010 Academic Plan (available from <http://www.utoronto.ca/activities/planning/FISAcademicPlan.pdf>), society's information practices are being reconfigured and transformed by material shifts in underlying systems, technologies, and networked infrastructures. Candidates are sought from all ranks to collaborate in exploring these new and evolving practices, as part of a broad-based, multi-disciplinary research agenda. Consideration will be given to all specializations fitting within the Plan - from historical roots through to present and future multiple emerging futures. Rank, tenure status, and salary would be commensurate with the candidate's qualifications and academic accomplishments. Areas of interest include, but are not limited to: Documentary and Information Practices; The selection, representation, classification, organization, management, curation, and preservation of organizational and cultural records and objects, including digital information; effective and equitable access, as transformed by emerging technologies of digitization, reproduction, classification, and dissemination; Health and Medical Informatics; Information practices and behaviour in a wide variety of health fields - including novel uses of information resources, recovery of knowledge and information practices, and other consequences for health care of evolving systems and technologies; Communication, Culture, and Media: The social, cultural, and political aspects of the socio-technical practices of information systems design, development, implementation, uptake, reconfiguration, and use; Books, Documents, and Records: The evolving nature of records, their production, classification, and use; Records, and other knowledge and information media, in a wide range of contexts; Genes, organisms, and systems; Information Systems and Management: The strategic design, development, and management of new informational systems to support research, teaching, and learning; and infrastructures into new and reconfigured practices in business, education, the public sector, and community. Human-computer interaction, information retrieval, web technologies, information systems, classification, and organization, metadata schemes and standards, proposals for a semantic web, and other aspects of the design, configuration, and use of information systems supporting information practice, and Information Policy Issues of information policy, including privacy, security, intellectual property, etc., and how these are being influenced by ongoing developments in information technologies and associated socio-economic transformations. Candidates must have a PhD, preferably in Information Studies, and a minimum of five years of teaching and research experience. Duties include research and teaching at the graduate level. Applicants should send curriculum vitae, teaching and research experience, and three representative papers/publications, and a statement outlining current and future research plans, and (a) arrange to have three letters of reference sent, under separate cover, preferably electronically, to: Email: facultysearch@fisc.utoronto.ca or on paper to: Brian Gamble, Smith, Dean Faculty of Information Studies, University of Toronto, 140 St. George Street, Toronto, Ontario M5S 1A5; Tel: (416) 978-3202. Application review began on December 17, 2004, and will continue until all positions are filled. The University of Toronto offers a two-year salary freeze in a context in which to work in an emerging interdisciplinary environment and in a range of collaborative projects including Knowledge Media Design, a two-year project in Culture, Women's Studies, and Aging and the Life Course. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ITALIAN—University of Western Ontario, The Department of Modern Languages and Literatures at the University of Western Ontario (<http://www.uwo.ca/modlang>) invites applications for a two-year, tenure-track appointment at the rank of Lecturer (Master's degree required) or Assistant Professor (PhD required) in the area of Italian Language to begin July 1, 2005. Applicants should hold a graduate degree in a field such as Italian Studies, Applied Linguistics, or Second Language Acquisition, and should have native or near-native fluency in Italian. Proven expertise in language teaching, preferably at the university level, is required. In addition to teaching at the undergraduate level, the successful candidate will have contributed to diversity within the community and especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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UNIVERSITY
OF MANITOBA

ASSISTANT PROFESSOR
FACULTY OF ENGINEERING**The Opportunity**

A tenure-track faculty position at the Assistant Professor level is available in the Department of Mechanical and Manufacturing Engineering for a person with expertise and strong academic record in areas related to microstructural characterization of metallic materials, preferably aerospace materials, with a strong emphasis on analytical and high resolution transmission electron microscopy (TEM) techniques. The starting date for this position is July 2005 or shortly thereafter.

The Person

Candidates must have a Ph.D. degree in a field related to the required areas of specialization and be eligible for membership in the Association of Professional Engineers and Geoscientists of the Province of Manitoba. The duties of the successful candidate will include undergraduate and graduate teaching, supervision of graduate students and the development of an active, externally-funded research program using TEM facilities. Ability to interact with Manitoba and Canadian aerospace industries would be an asset.

The Department of Mechanical & Manufacturing Engineering

The Department of Mechanical and Manufacturing Engineering is responsible for two fully-accredited undergraduate programs (Mechanical Engineering and Manufacturing Engineering) and an option in Aerospace Engineering. The Department is very active in graduate teaching and research at the M.Eng., M.Sc. and Ph.D. levels. Currently there is one Tier-1 Canada Research Chair in Aerospace Materials and a Tier-2 Canada Research Chair in Manufacturing Engineering. The Department presently has 23 academic staff, 14 support staff, several post-doctoral fellows, research associates and visiting scholars, as well as approximately 90 graduate students and 300 undergraduate students.

The incumbent will be a member of the Materials Engineering Research Group which consists of four faculty members, four technologists, 7 Research Associates/PDs, 20 graduate students and visiting scholars. The Materials Engineering Group interacts closely with the Department's Manufacturing Engineering Group, other groups within the Department and the University as well as with local industries. The materials Group has state-of-the-art research facilities and its Center for Characterization of Engineering Materials has a JEOL 2010 FEG-TEM complete with EELS, EDS, Tomography and Cryogenic capabilities, a JEOL 2000 FX analytical TEM/STEM, a JEOL-5900 variable pressure analytical SEM and an FEI XL-30 Environmental SEM. A Cameca 7f Dynamic SIMS and Auger electron spectrometer are on order.

Additional information on the Department can be found at our website http://www.umanitoba.ca/faculties/engineering/mceh_and_ind/.

The Community

Winnipeg is a mature city of some 700,000 people with rich recreational and cultural opportunities. It combines the amenities of urban life with easy access to the countryside and to northern lakes and forests. Housing prices are low by North American standards. Additional information can be found at: www.city.winnipeg.mb.ca and www.gov.mb.ca.

Application Details

Review of applications will begin on May 1, 2005 and will continue until the position is filled.

Applications should quote Search #AHC 911 and include a curriculum vitae, one-page statement of research and teaching goals as well as contact information for at least three referees. Please submit all materials to Professor S. Balakrishnan, Chair of the Search Committee, Department of Mechanical and Manufacturing Engineering, University of Manitoba, Winnipeg, Manitoba, Canada R3T 5V6; Phone (204) 474-9803 (or 474-6540), Fax (204) 275-7507.

Application materials, including letters of reference, will be handled in accordance with the *Freedom of Information and Privacy of Protection Act (Manitoba)*. All e-mail enquiries should be sent to vyas@cc.umanitoba.ca to the attention of Prof. S. Balakrishnan.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

www.umanitoba.ca

Candidates for either position should submit a curriculum vitae and a detailed statement of research objectives to **Dr. George Lang, Dean of Arts, University of Ottawa, 60 University Street, Ottawa, Ontario K1N 6N5.** For further information contact deanarts@uottawa.ca.

CAREERS CARRIÈRES



University Secretary

The University of Western Ontario

The University of Western Ontario is searching for an outstanding individual to assume the position of University Secretary.

The University of Western Ontario is one of Canada's leading universities in both teaching and research, with some 27,000 students in degree programs at the undergraduate and graduate levels. Western's excellent reputation is based on its people: faculty, staff, students, and alumni. The University provides superb education and undertakes world-class scholarship in twelve Faculties. Western offers the best student experience among Canada's leading research-intensive universities. The University is a diverse and collaborative community of nationally and internationally celebrated scholars, whose approach to teaching, learning and research expands the boundaries of post-secondary education.

Reporting administratively to the President and functionally to the Chair of the Board and to the Chair of the Senate (President), the University Secretary is the Secretary of the Board of Governors and Secretary of the Senate and is a statutory member of both bodies. In these capacities, the University Secretary is the University's most senior advisor and counsellor to the University's collegial, bicameral system of governance and the University's most senior advisor on governance-related matters. As director of the University Secretariat, the University Secretary provides leadership to ensure the efficient operation of the Senate and Board and promotes strong relationships among the governing bodies, the administration, and the University community.

Janet Wright & Associates Inc.

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www.jwasearch.com

The successful candidate for this position must be an effective communicator, must have demonstrated outstanding organizational skills, must hold a university degree (graduate degree preferred), and should have several years of relevant experience in a post-secondary environment. In compliance with the UWO Act, the University Secretary must be a Canadian citizen. Further information may be found at www.uwo.ca/pvp/university_secretary.

This is a full-time, continuing administrative position with salary commensurate with qualifications and a comprehensive benefits package.

The appointment will commence July 1, 2005, or on a date agreed upon by the successful candidate and the President.

The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

Nominations and applications, including a curriculum vitae and names of at least three referees, will be treated in confidence and should be submitted to:

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
uwosecretary@jwasearch.com



DIVISION OF COMMUNITY HEALTH | FACULTY OF MEDICINE

The Division of Community Health, Memorial University of Newfoundland is recruiting faculty for the following positions.

Canada Research Chair (Tier II) in Health Promotion & Community Development

The CRC chair appointment will be at the Assistant or Associate Professor level. Details of the Canada Research Chairs can be found at www.chairs.gc.ca. Candidates should possess a PhD or equivalent degree in any field of Health Science/ Applied Social Science with a proven track record in the broad area of Health Promotion and Community Development. Although the Chair would be located in the Division of Community Health, the candidate is expected to build upon the strengths of other units and create a dynamic and active cadre committed to both research and practice in the area of health promotion and community development. The focus of the chair would be to build an inter-disciplinary and community oriented group of researchers who would together develop a centre for health promotion research and practice. The successful candidate should also be able to contribute to the training programs in the Division of Community Health.

Epidemiology & Public Health

The appointment will be for a tenure track position preferably at the Assistant Professor level although initial rank and salary will commensurate with qualifications and experience. Candidates should possess a PhD in an appropriate health science or an MD with Masters Degree and/or fellowship in Community Medicine with the Royal College of Physicians and Surgeons of Canada or relevant training in Epidemiology or a related field. Candidates are expected to demonstrate the ability to develop a productive research program supported by external funding. Individuals who are currently in the later stages of their graduate training are also encouraged to apply.

All applications should be addressed to: Brenda Hillier, Senior Secretary, Division of Community Health, Faculty of Medicine, Memorial University of Newfoundland, A1B 3X6. Applications can be submitted electronically to brendah@mun.ca or by fax: (709) 773-7782. The application package for both the positions should include curriculum vitae, contact details of three referees and a letter of application. Besides, the package (i) for the application for Tier II CRC Chair should include a statement of teaching and research interests, a summary of proposed research and two recent research articles, and (ii) for the application for Epidemiology and Public Health position should include two samples of scholarly writing and an overview and discussion of qualifications and interests as they relate to the position. Consideration of applications will begin April 1, 2005 and continue until the positions are filled. Appointments will commence as soon as possible. For more information on these positions visit the web site www.med.mun.ca/commhealth.

The Faculty of Medicine is located in the Health Science Centre on the campus of Memorial University of Newfoundland. This facility also houses the Schools of Pharmacy and Nursing, the Health Science Library, the General Hospital, the H.B. Bliss Murphy Centre, and the Janeway Children's Hospital. The integrated complex has allowed for close working relationships in both research and teaching among the Faculties of Medicine and the Schools of Nursing and Pharmacy.

Memorial University of Newfoundland is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 17,000 students, Memorial provides a distinctive and stimulating environment for learning. St. John's, is a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

of Mathematics and Statistics, Carleton University, 1125 Colonel By Drive, Ottawa ON K1S 5B6, Canada; Fax: (613) 520-3536. E-mail: ms-at@math.carleton.ca. More information about the School can be found at www.math.carleton.ca. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal people, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **MECHANICAL ENGINEERING**—University of Waterloo, The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the Assistant or Associate Professor rank, in the area of Experimental Fluid Mechanics. Information about the Faculty and Department can be found at <http://www.engr.uwaterloo.ca/> and <http://mechen@uwaterloo.ca/>. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have a strong background in fluid mechanics and research interest in the measurement and physical modeling of fluids. Possible research areas include, but not limited to, experimental flow, turbomachinery flow, microfluidics, thermo-acoustics, and flow fields in fire safety. Applicants must hold a PhD degree, have excellent communication skills, and should be eligible for registration as a professional engineer in the Province of Ontario. Successful candidates must demonstrate potential for excellence in developing and teaching courses at the undergraduate and graduate levels, supervising undergraduate and graduate students, research, establishing a viable externally funded research program and providing service to the Department. The University encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

■ **MECHANICAL ENGINEERING**—University of Waterloo, The Department of Mechanical Engineering invites applications for a tenure-track position in the area of Solid Mechanics, with expertise in Structural Biomechanics, at the Assistant, Associate, or Full Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have expertise in numerical modeling and research interests in musculoskeletal biomechanics with a focus on: constitutive behavior of complex biological tissues; the structural interaction of biological tissues and common engineering materials; and/or, theories of traumatic failure in application areas such as the head, torso, spine and synovial joints. Current research interests in the department are in the areas of joint replacement implants, impact biomechanics and crashworthiness. Strength in undergraduate design project supervision, teaching of mechanical design, and collaboration with other faculty members is considered essential. Applicants must hold a PhD in Mechanical Engineering and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin May 1, 2005 or as soon as possible thereafter. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

■ **MEDICINE**—University of Alberta. Applications are invited for the position of Director, Division of Endocrinology and Metabolism at the University of Alberta. The Division consists of 12 full-time academic staff and four clinical faculty. The Division has the full range of therapeutic services, excellent clinical facilities, a Royal College approved resident training program and established research programs in fundamental, clinical and community-based research. The University of Alberta is one of the major research universities in Canada with over 36,000 students, research funding over \$250 million yearly, more than 400 distinct research laboratories and more than 110 research and 60 doctoral programs. The library is the second largest in Canada and the high quality of teaching has been recognized with over 22 national teaching awards in the 1990's. The 8.9 hectare campus contains outstanding educational, research and cultural facilities and has been a major host site for events such as the World University Games, the Commonwealth Games and the 2001 World Championships in Athletics. The Faculty of Medicine and Dentistry is led by Dean Thomas, a man renowned for his development of the pathway for the treatment of community acquired pneumonia. The University has spawned over 40 active spin-off companies which have created more than 3,300 jobs in the Edmonton area. Over 180 former inmates have been forged with institutions in 46 countries requiring a visa for international travel relationships. Edmonton, with a metro population approaching one million people, is the cosmopolitan capital of Alberta and is famous for its vibrant river valley, vibrant festivals, outstanding cultural facilities and groups, the success of its professional and

amateur athletes and teams, its average of 12.3 hours daily of sunshine and the lowest taxes in the country. Interested applicants should hold an MD or equivalent and have demonstrated clinical leadership and scholarly accomplishment in research and teaching. This position offers a unique and exciting opportunity for a person of vision to guide an established and internationally recognized Endocrinology and Metabolism Division and build upon its strong academic and clinical foundations. Remuneration for this senior position will be commensurate with qualifications and experience. Deadline for applications is March 31, 2005; the position is available July 1, 2005. Please send a curriculum vitae and the names and addresses of three referees to: Dr. Jonathan B. Meddings, Chair, Department of Medicine, University of Alberta, 271-30 Walter A. Mackenzie Centre, Edmonton, Alberta, Canada, T6G 2R7. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome applications from women and men, including persons with disabilities, members of visible minorities, and aboriginal peoples.

■ **NURSING**—Trent University, Trent University invites applications for a position at the rank of Associate Professor in the Trent-Fleming School of Nursing.

Through the School, Trent University and St. Sandra Fleming of the School of Nursing (BSN) in Peterborough, Ontario. The position is open starting July 1, 2005 and is a full-time, non-tenured position. The successful candidate will be appointed on a probationary or tenured basis, depending on qualifications and experience. In the first year of the appointment, the individual will serve as the Director of the School of Nursing with some teaching responsibilities. The Trent-Fleming collaborative program in Nursing was established in 1998 and is a fully-enrolled BSN degree program (current enrollment 300-350) that delivers a baccalaureate degree in nursing. The program is located at both the Trent and Fleming sites in all years. The program has been restructured as a distinct School of Nursing, with faculty from both institutions appointed to the School and having offices in one location (Trent). Instruction will continue to be offered at both institutions. As Director, the successful candidate will play a pivotal role in the development of the School of Nursing and will be responsible for the overall running of the School of Nursing program. This will include day-to-day administrative, budget management and planning (with the assistance of an office administrator), providing leadership in development of program directions, representing the program at provincial and national professional associations, and in the Trent local community. The Directorship role may also include planning and administration of other programs in nursing education including compressed BSN delivery and graduate education in nursing. Qualifications for the position include a graduate degree, preferably at the PhD level, and preferably in nursing, and strong research and BSN teaching records. An understanding of the current climate around professional nursing development in Canada and Ontario, active participation in professional nursing associations and administrative experience at a BSN level are also required. The successful candidate's program would be considered additional assets. Applications should include a complete curriculum vitae, a statement of teaching philosophy and of research interest, and names and addresses of three referees. Applicants are also invited to discuss the position with the Trent University Faculty of Nursing and its views on nursing education in the covering letter. Covering letters and applications should be sent to Dr. Jocelyn Aubrey, Associate Dean (Education), Trent University, Peterborough, Ontario, N7B 2M8 (jocelyn.aubrey@trentu.ca, 705-745-1011 ext. 1949). Applications will be accepted until the position is filled. Trent University is an outstanding, primarily undergraduate university known for its commitment to a liberal arts and sciences education. Celebrated for expertise in water quality, DNA forensics and research in the humanities natural and social sciences, Trent consistently ranks among the top institutions nationwide for quality of education, teaching, and research. Spanning the picturesque Ottawa River in the beautiful Kawartha Lakes district of Peterborough, Ontario, Trent's masterful teaching features award-winning architecture designed to complement its natural setting. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Trent University is an employment equity employer, and especially invites applications from women, aboriginal people, visible minorities, and people with disabilities.

■ **NURSING**—University of New Brunswick in Saint John. Applications are invited for two (2) faculty positions in the Department of Nursing at UNBSJ Saint John. One position is a probationary tenure-track appointment; the other is a 3-year term instructor-stream appointment. Both positions involve classroom and clinical practice teaching responsibilities in the undergraduate program. An employment date of July 1, 2005 is anticipated. These positions are subject to final budgetary approval. The minimum educational requirement for both positions is a master's degree in Nursing. Doctorate preparation is preferred for the tenure-stream appointment; the successful applicant will be required to complete doctoral studies as a condition of tenure.

Nursing practice experience and demonstrated clinical leadership skills are required. Unusual or international experience an asset. A demonstrated commitment to team and interdisciplinary collaboration, a primary health care philosophy, and innovative educational approaches are assets for these positions. Candidates must be eligible for registration with the Nurses

CAREERS CARRIÈRES

Association of New Brunswick and maintain registration when appointed. The Nursing Department is part of a fully-accredited provincial nursing program and offers baccalaureate nursing education through a four-year, full-time stream and a post-basic four-year, full-time stream. The Department also collaborates with the Faculty of Nursing at UNB Fredericton to offer a Master of Nursing Program. UNB Saint John is located adjacent to a large teaching hospital. Strong affiliations with colleagues in this and other practice settings in the region, plus developed links with the interdisciplinary Institute for Health Research, provide opportunities for collaborative research projects and/or joint appointments. Review of applications will begin March 31, 2005. Applicants should submit a curriculum vitae, a statement of nursing practice expertise and teaching interest, and the names and addresses of three referees (including email address and telephone number) to the Department of Nursing, University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5; fax: 506-646-5754, email: nursing@unbsj.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate citizenship status. The University of New Brunswick is committed to the principle of employment equity.

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OBSTETRICS & GYNECOLOGY – McGill University. The Department of Obstetrics and Gynecology at McGill University invites applications for two academic positions in Maternal-Fetal/Prenatal Medicine and Urogynecology. Applications are invited from MDs eligible to practice in Quebec with certification in Obstetrics and Gynecology. Preference will be given to those who have completed sub-specialist fellowships in Obstetrics and Gynecology, respectively. Substantial start-up funds are available to support the development of an externally funded research program. These positions are University hospital supported academic positions at the Assistant Professor/Associate Professor level. Salary is commensurate with qualifications and experience. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to diversity in employment. Those interested should submit a letter describing their clinical experience, research interests, a curriculum vitae and the names of three referees to: Dr. Seang Lin Tan, James Edmund Dods Professor and Chairman, Department of Obstetrics and Gynecology, McGill University, 3841 Avenue Lacombe, 687 Pine Avenue West, Montreal, Quebec, Canada, H3A 1A1, Tel: (514) 343-1278, E-mail: seanglin@mcgill.ca. Closing date for applicants: May 16, 2005.

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PHILOSOPHY – University of New Brunswick (Saint John Campus). The Department of Humanities and Languages at the University of New Brunswick in Saint John invites applications for a nine-month term position in Philosophy. This position will commence on August 1, 2005, and will be based at the Lecturer or Assistant Professor level. This position is subject to budgetary approval. The successful candidate will be expected to teach courses in the following areas: Eastern Philosophy, Ethics, Philosophy of Mind, and Health Care Ethics. Applicants should be able to teach and have a strong commitment to teaching. A PhD or near completion is required. Please send applications, including a curriculum vitae and three letters of reference to The University of New Brunswick in Saint John, Attention: Dr. Robert Moore, Chair, Department of Humanities & Languages, P.O. Box 5050, Saint John, NB, E2L 4L5. The deadline for receipt of applications is March 31, 2005. Questions concerning this position may be directed to Dr. Robert Moore, Chair at jrmoores@unbsj.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate citizenship status. The University of New Brunswick is committed to the principle of employment equity.

PHILOSOPHY – University of Guelph. The Department of Philosophy at the University of Guelph invites applications for a one-year contract limited position at the Assistant Professor level to begin in 2005. Area of specialization: Ancient Philosophy: area of competency open. Minimum qualifications are a PhD in Philosophy and evidence of excellence in research and teaching. Deadline for receipt of applications is April 8, 2005. Applications should include a curriculum vitae, a writing sample, a teaching dossier and three letters of reference. Applications should be sent to: Andrew Wayne, Chair, Department of Philosophy, University of Guelph, Guelph, Ontario, N1G 2W1; Fax: (519) 837-8634; email: a.wayne@uoguelph.ca or uoguelph.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity within its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

PHYSICS – University of Waterloo. The Department of Physics at the University of Waterloo, invites applications for tenure-track positions at the Assistant, Associate, and Full Professor level in one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, and noncommutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astrophysics, including early universe and inflationary cosmology, standard model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate ex-

cellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 2G1; Tel: (519) 885-4557; Fax: (519) 885-4558; E-mail: PHYSICS@UWATERLON.CA. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our Web page <http://www.science.uwaterloo.ca/physics>. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

PHYSICS – McGill University. We are currently seeking applications for two tenure-track faculty positions at the rank of Assistant Professor in the areas of theoretical High Energy Physics and Cosmology, beginning as early as September 2005. We are seeking theoretical high energy physics group members are active in a wide range of topics, including phenomenology, astrophysics, cosmology, thermal field theory and collective phenomena, supergravity and applications of string theory. Candidates in all sub-disciplines related to theoretical high energy physics are invited to apply. The successful candidates will be strong teachers and outstanding researchers. Please send applications by mail, and as soon as possible, candidates should submit: a CV, a statement of research interests and plans; a statement of teaching interests and philosophy; and arrange for at least three letters of reference to be sent directly to: Professor Mark Grant, Chair, Department of Physics, McGill University, 3600 University St., Montreal, Quebec, Canada, H3A 2T8. Review of applications will begin in April 2005. Applications will be accepted and reviewed until the positions are filled. The successful candidates will be supported by generous start-up packages and could be nominated for Canada Research Chairs. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

PHYSICS – Royal Military College of Canada. The Physics Department of the Royal Military College of Canada, Kingston, Ontario, invites applications for a tenure track position at the assistant professor level or an equivalent level, as appropriate with the candidate's experience. The required qualifications are a PhD in physics or a related field, acceptable background to teach undergraduate and post-graduate physics courses, acceptable experience conducting research in a physics related field and the potential to attract research funding. Preference will be given to those who have a demonstrated expertise in the area of Non-Destructive Evaluation (NDE) using Electromagnetic Techniques. The successful candidate will be expected to teach undergraduate level physics, and to participate in the development of graduate level research and teaching students in the laboratory and in student projects. The candidate will also be actively involved in graduate-level teaching and research in the areas of Space Science and Physics and will be required to conduct an active research program in a field commensurate with their research interests. The position in the department, preferably in the area of NDE using Electromagnetic Techniques. This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, an eligibility list may be established and candidates who apply for this competition will be considered for other similar positions with various language requirements. This position will be filled at a rank and salary level appropriate to background, qualifications and experience of the successful applicant. The salary range is for an Assistant Professor is from \$43,126 to \$74,000, plus an annual allowance of \$3,000. The starting salary will be in accordance with experience and qualifications. The successful candidate will be subject to a probationary period of three years. Interested candidates should forward their curriculum vitae including a copy of their transcripts, evidence of teaching ability, a summary of research interests, sample publications and names of three referees to: Ms. Donna Macdonald, Human Resources Office (Kingston), Canadian Forces Base Kingston, P.O. Box 17000, Station Forces, Kingston, ON K7B 1B4; Phone: (613) 541-5010, ext 2214; Fax: (613) 541-4496; Email: Meade.DM@cfbc.ca. The expected start date for the position is the summer of 2005. The closing date for the competition is 1 April 2005. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates are required to state their citizenship in their application. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cimcc.ca/cic/> for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men.

PHYSICS – University of Guelph. The Department of Physics at the University of Guelph is seeking an applicant for a Research Associate to work on the Zero Energy project. The successful candidate will be expected to take a leading role in the development of a new detector for the Zero Energy project, with particular emphasis on the Level 1 simulation, Level 2 algorithms and data verification. The position will be jointly supervised by the University of Alberta and York University but will be based at Fermilab. A PhD in physics as well as an interest in detectors and the Zero Energy project is essential: a strong background in C++ and/or Java is desirable. The salary range will be \$43,700 to \$62,000 based on experience. In addition to benefits and a cost of living

allowance. Applications should be received by 31st March, 2005 but later applications will be considered until the position is filled. Interested candidates should send a cover letter, Curriculum Vitae, statement of research interests, and arrange to have three letters of reference sent to: Dr. Roger Moore, Department of Physics, 207 Centre for Subatomic Research, University of Alberta, Edmonton, AB, Canada, T6G 2N5; Email: moore@physics.ualberta.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

PHYSIQUE – Collège militaire royal du Canada. La Direction des études physiques du Collège militaire royal du Canada à Kingston, en Ontario, vous invite à poser votre candidature à un poste de professeur en anglais, correspondant à l'expérience du candidat en matière de l'enseignement en anglais et d'un doctorat en physique ou dans un domaine connexe, des antécédents acceptables pour enseigner des cours de physique au premier et deuxième cycles, une expérience acceptable de recherche dans un domaine lié à la physique et être en mesure d'obtenir du financement pour leurs recherches. La préférence sera accordée aux personnes qui ont une expertise connexe dans le domaine de l'évaluation non destructive (END) à l'aide de techniques électromagnétiques. Le candidat devra diriger des étudiants en anglais dans un programme de physique du premier cycle, ainsi qu'à partir du perfectionnement à la permanence, et à l'enseignement du premier cycle dans un laboratoire et dans le cadre de projets étudiants. En outre, le candidat devra participer activement à l'enseignement et à la supervision d'un même cycle dans les domaines des sciences spatiales et de la physique et sera appelé à diriger des étudiants en anglais dans un domaine correspondant aux intérêts de recherche académique du département de physique END à l'aide de techniques électromagnétiques. Ce poste bilingue

Associate Industrial Research Chair in Nuclear Safety Analysis

The Department of Engineering Physics at McMaster University invites applications for a new tenure-track appointment in the area of nuclear engineering. The successful applicant will be nominated for the position of Associate Industrial Research Chair in Nuclear Safety Analysis supported by NSERC (Natural Sciences and Engineering Research Council) and the University Network of Excellence in Nuclear Engineering (UNENE). The role of the Associate Chair will be to work with the NSERC/UNENE Industrial Research Chair in Nuclear Safety Analysis to contribute significantly to the body of scholarship in nuclear engineering.

Applicants should have a Ph.D. in Engineering Physics, Nuclear Engineering, Mechanical Engineering or a closely related discipline. They should have interest and demonstrated expertise in one or more of the following areas: research in experimental methods, systems design, numerical and mathematical modeling, and design and safety analysis in the disciplines of thermal hydraulics, reactor safety, reactor physics, and radiation physics. The appointee will be expected to teach in both our graduate and undergraduate programs and to develop a strong, externally funded research program. The successful candidate will demonstrate a commitment to teaching and scholarly research, along with the ability to relate to industrial practice. The position offers the opportunity to interact with UNENE and with organizations conducting design, research and analysis activities in the Canadian nuclear industry. Qualification to be registered as a Professional Engineer in the Province of Ontario, or become registered within three years of appointment, will be considered an advantage. Industrial experience or post-doctoral research experience would be an asset. For more detailed information on the Departmental activities, please consult our Web page at <http://engphys.mcmaster.ca>.

Applicants should send a letter of application, curriculum vitae, statement of teaching and research interests, a selection of research publications, and the names and addresses of at least three references to:

Dr. John C. Luxer
Professor and NSERC/UNENE Industrial
Research Chair in Nuclear Safety Analysis
Department of Engineering Physics
McMaster University
Hamilton, Ontario, Canada L8S 4L7

This position is available immediately and will remain open until filled. Applications submitted by e-mail will not be accepted.

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

McMaster University
ENGINEERING

Director, Program for the Assessment of Technology in Health (PATH)

Department of Clinical Epidemiology & Biostatistics, Faculty of Health Sciences, McMaster University, and St. Joseph's Healthcare Hamilton

We require a dynamic leader in health technology assessment to direct the Program for the Assessment of Technology in Health (PATH). This will be an exciting opportunity to be part of the further growth in health economics and applied health services and policy research at McMaster. This is a university position at the Associate Professor or Professor rank (Special Appointment). PATH, a young and highly innovative research program, is funded in part by a \$3 million grant from the Ontario Ministry of Health and Long Term Care, in partnership with McMaster University and St. Joseph's Healthcare Hamilton.

PATH researchers play a key role in the economic evaluation of new and existing health technologies that informs insurance coverage reimbursement decision-making in Ontario and elsewhere. PATH investigators collaborate with colleagues from several McMaster research centres and programs including the Centre for Evaluation of Medicines, the Centre for Health Economics and Policy Analysis, the Evidence-Based Practice Centre, the Program in Policy Decision-Making, the Health Information Research Unit, St. Joseph's Health System Research Network, and the Program in Evidence-Based Care at Cancer Care Ontario's Hamilton site.

Qualifications include a Ph.D. or equivalent in Health Economics or Decision Sciences. You should have an international reputation in health services research and health technology assessment based on a strong record of success in securing peer-reviewed funding and a track record of significant publications in relevant scholarly journals. Successful collaboration with government agencies and industries will be regarded favourably.

In addition to directing PATH and leading future growth and development, you will undertake research, education, administration and service activities. In particular, you will teach in the multi-disciplinary Health Research Methodology M.Sc./Ph.D. program and/or the rapidly growing Bachelor of Health Sciences program, with opportunities to teach in other educational programs at McMaster.

McMaster University is research intensive and perennially rated as the most innovative university in Canada. In 2004, it was named "Canadian Research University of the Year" by Research Infosource Inc. The successful applicant will join over 40 full-time/joint faculty and 170 research/administrative staff in the Department of Clinical Epidemiology and Biostatistics.

The University has identified health services and policy research as a strategic priority area, which may provide the successful applicant with future leadership opportunities at even more senior levels. Of particular note is the possibility of a combined Directorship for PATH and the Centre for Health Economics and Policy Analysis (CHEPA) for a suitably qualified candidate.

McMaster is also home to one of the largest international concentrations of health economists including 20 health economic investigators with a track record of highly productive and collegial collaboration. Several of the investigators are in the Department of Economics, which maintains both a research and education specialization in health economics. The successful candidate would be eligible for associate membership in the Department of Economics.

For more information about the various areas of interest, visit: www.fhs.mcmaster.ca/ceb (CE&B), www.thecem.net (the Centre for Evaluation of Medicines), www.chepe.org (the Centre for Health Economics and Policy Analysis), www.hiru.mcmaster.ca (Health Information Research Unit), www.researchpolicy.ca (Program in Policy Decision-Making), www.hiru.mcmaster.ca/epc/ (Evidence-Based Practice Centre), www.cancercare.on.ca/access_PEBB.htm (Program in Evidence-Based Care), www.fhs.mcmaster.ca (the Faculty of Health Sciences), and www.stjsham.on.ca (St. Joseph's Healthcare).

Applicants are invited to submit a cover letter of application, curriculum vitae, and contact details for three referees, to: R. Brian Heynes MD, Ph.D., Chair, Department of Clinical Epidemiology and Biostatistics, Faculty of Health Sciences, 1200 Main Street West, Hamilton, Ontario L8N 3Z5 Tel: (905) 525-9140 ext. 24931 e-mail: bheyne@mcmaster.ca

Applications will be accepted until a suitable candidate is appointed. Informal inquiries are invited.

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities.

McMaster innovation: Powered by people, Fuelled by knowledge, Driven by creativity.

McMaster University

CAREERS CARRIÈRES

mative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the USA and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA). Candidates are asked to submit a curriculum vitae, a statement of research and teaching interests, and a sample publication, and to have three referees send letters of reference to: Dr. David Reid, Chair, Division of Social Science, 5718 Ross Building, 4700 Keele Street, Toronto, M3J 1P3; Telephone: 416-736-5056; Fax: 416-736-5713; E-Mail: dreed@utoronto.ca. Closing date: April 30, 2005.

■ **SOCIAL WORK** – Carleton University. Subject to budgetary approval, the School of Social Work at Carleton University invites applications for one or more one-year term positions, likely to be appointed at the Instructor or Assistant Professor level. The successful candidate(s) will teach courses in research methods in social work, and some combination of introduction to social work, social work practice, human rights, and community development. The teaching assignment may be at both the BSW level and MSW level. It will likely combine on-campus and off-campus courses, notably in First Nations settings. The School is committed to the promotion of social justice and social change. The School seeks candidates with graduate degrees in social work, and preferably a completed PhD or equivalent. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents of Canada will be given priority. Carleton University is committed to employment for women, Aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Candidates should forward a letter of application, curriculum vitae, a sample of recent scholarship, and the names, addresses and phone numbers of three referees by April 1, 2005 to: Colleen Lundy, PhD, Director, School of Social Work, Carleton University, 1125 Colonel By Drive, Ottawa, ON, K1S 5B6.

■ **SPANISH** – Grant MacEwan College. The Faculty of Arts and Science invite applications for a full-time continuing Spanish position in the Department of Humanities. The applicant must have native or near-native fluency in Spanish and a proven record of excellence in teaching introductory and intermediate level Spanish courses. Experience and interest in curriculum development and CALL are preferred. A PhD or near completion is required. Grant MacEwan College is currently in a period of tremendous growth and change, with the possibility of degree granting on the horizon. The Faculty of Arts and Science has established itself as a leader in university transfer programming, and is committed to excellence in student learning and the pursuit of knowledge. The College offers a comprehensive benefits package. Applicants should forward curriculum vitae, transcripts and recent teaching evaluations, if available.

Please quote the competition number on all documents. Salary range: Commensurate with experience and education. Closing date: Monday, March 21, 2005 at 4:30 p.m. Quote Competition No. 04.02.151. Grant MacEwan College thanks all applicants for their interest in employment; however, only those selected for interviews will be contacted. Apply to: Human Resources Department, Grant MacEwan College, City Centre Campus, 7, 105, 10700 104 Ave., Edmonton AB T5J 4S2; Fax: (780) 463-5430; Phone: (780) 467-5434; E-mail: careers@macow.ca.

■ **SPANISH** – University of Western Ontario. The Department of Modern Languages and Literatures at The University of Western Ontario (<http://www.uwo.ca/modlang/>) invites applications for a one-year Limited Term appointment at the rank of Assistant Professor (PhD required) in the area of Spanish Linguistics to begin July 1, 2005. Proven expertise in teaching and research and native or near-native fluency in Spanish are minimum qualifications. Expertise in Language Acquisition and/or computer-assisted learning would be an asset. Responsibilities will include teaching at the undergraduate and graduate levels and coordination of the intermediate language program. Send letter of application with curriculum vitae, copies of transcripts, a writing sample, and three letters of reference to: Dr. David Darcy, Acting Chair, Department of Modern Languages and Literatures, The University of Western Ontario, London, Ontario, N6A 3K7, Canada. Applications must be received by April 10, 2005. Positions are subject to budget approval. Applicants should have fluent oral and written communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

■ **STATISTICS** – McGill University. The Department of Mathematics and Statistics invites applications for a tenure-track position in statistics. While the appointment is expected to be made at the level of an Assistant Professor, the Department would also consider applicants for a senior position. Preference, although not exclusive, will be given to applicants whose research interests include at least one of the following areas: longitudinal data analysis, general and/or generalized linear models, time series analysis, computationally intensive statistics, and Bayesian methods. Candidates must have a doctoral degree at the date of appointment, with a strong theoretical background in the above areas and to have demonstrated the capacity for independent research driven by applications. Selection criteria include research accomplishments, as well as potential contributions to the educational programs of the Department at the graduate and undergraduate levels. Applicants with a curriculum vitae, a list of publications, a research outline, an account of teaching experience, a statement on teaching, and names, phone

numbers and e-mail addresses of three references (with one addressing the teaching record) should be sent to: Professor Kath Worsley, Chair, Statistics Search Committee, Department of Mathematics & Statistics, McGill University, 805 Sherbrooke St. W., Montreal, QC, Canada, H3A 2K8. Candidates must arrange to have the contacts of recommendation sent directly to the above address. Candidates are encouraged to include copies of up to 3 selected résumés or proposals with their applications. To ensure full consideration, applications from Canadian citizens and permanent residents. However, all outstanding candidates will be considered. McGill University is committed to equity in employment.

■ **SYSTEMS DESIGN ENGINEERING** – University of Waterloo. Applications are invited for a tenure track faculty position at the rank of Assistant or Associate Professor. The candidates should possess a PhD in engineering and be able to demonstrate strong abilities in both teaching and re-

search. We are seeking candidates whose research activities connect to a new program in Mechatronics Engineering at the University of Waterloo. Desirable areas of research include MEMS, micro and nano device characterization, microelectronics, bio-mechanics, and biomedical devices. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students, and maintain and further develop their research program. Industrial experience and eligibility for registration in a Professional Engineering Association are highly desirable. Additional information on the University and the Department and its activities can be found at <http://www.uwaterloo.ca/>. Applications should be forwarded to: Mrs. V. Grive, Administrative Assistant, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by email to sysdesp@engmail.uwaterloo.ca. Please forward your CV in accordance with the instructions provided at <http://sysdesp.uwaterloo.ca/>. Applications will be reviewed starting on May 1, 2005. All qualified candidates are

encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo is an equal opportunity employer. Applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds, with an expected starting date of September 1, 2005.

ACCOMMODATIONS

■ **RENZEE/ITALY** – Sabatucci/holiday rental central location, attractive 2 double bedrooms apartment, living and dining room, well equipped kitchen. Monthly (\$4 weeks) 1500.00 c\$ – utilities/final cleaning. Weekly all included 700.00 c\$ two people. Spazzotti Ph +39-055-245 739; e-mail: court@italica.it.

■ **TORONTO, ONTARIO** – Furnished, mostly with antiques, two-story home in Rose Park available for rent from May 15th to November 15th 2005. Features extensive wood trim and paneling, formal living and dining, 3-1/2 bedrooms, 2 1/2 bathrooms, eat-in kitchen, lovely garden room with walk out to deck and

fenced garden. Security system, central air, private drive. Rent is \$4500.00 c\$ monthly including utilities. If interested please contact: Flavel Homes, flavelhomes@netnet.com, 416-483-8000 (Business).

■ **GENÈVE, SWITZERLAND** – Holiday/apartment, central, attractive studio (2.5 rooms) sleeps 2-3. Weekly all included 550.00 c\$. Spazzotti Ph +39-055-245 739; e-mail: court@italica.it.

■ **EDMONTON, SCOTLAND** – Fully furnished 3-bedroom flat for rent from August/September 2005 to June 2006. Centrally located (New Town). All modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chituck/Stephen Brown 011 44 131 556-7381 (phone/fax) or (7705) 745-1237 Text Message. Email: k.chituck@btinternet.com or sbrown@btinternet.com.

WANTED

■ **TEXTBOOK WRITERS WANTED** – Amelia Incorporated. Many disciplines still available. Go to <http://www.amelinc.com/jobs.htm> for details.



University of Saskatchewan Assistant Professor Mechanical Engineering

The Department of Mechanical Engineering at the University of Saskatchewan invites applications for a full-time, tenure-track faculty position in the area of Controls. Complementary expertise in Intelligent Control Systems would be an asset.

Candidates must have a Ph.D. in mechanical engineering or a closely related discipline. A demonstrated commitment to research and a strong interest in teaching both undergraduate and graduate students is expected. The duties of the successful candidate will include teaching in his/her area of specialization, as well as in the general engineering program. The successful candidate is expected to develop an active, externally funded research program and be eligible for P. Eng. registration in the Province of Saskatchewan.

Excellent facilities exist in the Department to support research work. In addition to controls, fluid power and instrumentation laboratories, the University is planning to build a MICRO/NANO fabrication facility capable of the LIGA process. The Department also has several materials, fluid mechanics, heat transfer, mechatronics, and design and applied mechanics laboratories. All research areas involve active computational research programs supported by workstation laboratories.

The appointment will be at the rank of Assistant Professor and will start on July 1, 2005, or shortly thereafter.

The Department of Mechanical Engineering is committed to both teaching and high quality, intense research and comprises 19 faculty. 4 Professors Emeriti actively involved in research, B support staff, several PhD's and research associates, approximately 80 graduate students and 250 undergraduate students with B.E., M. Eng., M.Sc., and Ph.D. degrees offered. More information on the Department can be found in <http://www.engr.usask.ca/dept/mee/>.

Applicants should send a curriculum vitae, the names and e-mail addresses of at least three referees and a statement of research and teaching goals. Applications should be submitted to: Professor G. Schoenau, Acting Head of the Department and Chair of the Search Committee, Department of Mechanical Engineering, 57 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 5A9, Fax: (306) 966-5427, E-mail: sh206@mail.usask.ca. Applications should be received preferably before June 1, 2005.

The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

UNBC University of Northern British Columbia

College of Science and Management

Assistant Professor Position, Computer Science Program (1 Full-time Term Position)

The University of Northern British Columbia invites applications for a full-time term assistant professor replacement in the Computer Science Program, with an expected start date of July 1, 2005 (subject to budgetary approval). Emphasis will be on hiring at the rank of Assistant Professor. Candidates in all areas of research will be given consideration. Teaching experience in the areas of artificial intelligence and theoretical computer science will be considered an asset. Candidates should possess a Ph.D. (or be close to completion) in Computer Science or a closely related field, show evidence of research potential, and have demonstrated the capability for effective undergraduate and graduate teaching.

The Computer Science Program at UNBC has a strong undergraduate and developing graduate program. A substantial expansion of faculty and facilities has recently been completed. Current faculty research areas include: networks; image processing and visualization; artificial intelligence; software engineering; parallel and distributed computing; databases; real-time systems; and computational mathematics. The Program has its own computing facilities based on Sun/Solaris equipment, is supported by a full-time systems administrator, and has access to the University's computing resources which includes a state-of-the-art high-performance computing facility.

Please forward your letter of application, curriculum vitae, statement of research and teaching interests, and the names and addresses of three references (including telephone, fax, and email information) quoting competition #FAC03-05(B) to: Dr. J. Howard Brunt, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to: Dr. Waqar Haque, Chair of the Computer Science Program, at Telephone (250) 960-6522. E-mail: cs.search@unbc.ca. Electronic submissions of CVs can be forwarded to: FacultyRecruitment@unbc.ca. Applications received on or before March 31, 2005 will receive full consideration; however applications will be accepted until the position is filled.

Lecturer or Assistant Professor Position, Geography Program (Full-time 18-month Term)

The University of Northern British Columbia, in conjunction with the Geography Program, invites applications for a full-time 18 month term position in physical geography at the rank of Lecturer or Assistant Professor (subject to budgetary approval). The anticipated term for this position is July 1, 2005 – December 31, 2006.

The successful candidate will teach introductory physical geography ("Environments and People"), fluvial geomorphology, and either limnology or hydrology. A PhD is desirable; however, ABD candidates will also be considered. Candidates who wish to conduct environmental research are especially welcome to apply.

Please forward your letter of application, curriculum vitae and three letters of reference (including telephone, fax, and email information) quoting competition #FAGE08-05(B) to: Dr. J. Howard Brunt, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to: Dr. Gail Fondahl, Chair of the Geography Program, at Telephone (250) 960-5856. E-mail: fondahl@unbc.ca. Electronic submissions of CVs can be forwarded to: FacultyRecruitment@unbc.ca. Applications received on or before March 31, 2005 will receive full consideration; however applications will be accepted until the position is filled.

Assistant Professor Position, Physics Program (1 Tenure-Track Position)

The University of Northern British Columbia, in conjunction with the Physics Program, invites applications for a full-time tenure-track position at the rank of Assistant Professor (subject to budgetary approval). This position is anticipated to commence July 1, 2005. Applications from candidates in the areas of experimental subatomic physics and theoretical physics will be given priority; however, applications from strong candidates in any area of Physics will be considered. Candidates will have completed a Ph.D. in Physics and demonstrate an ability to do high quality research. Previous teaching or post-doctoral experience would be considered an asset. The successful candidate

will be expected to establish and maintain an active research program.

The members of the Physics Program have active research programs in condensed matter physics, subatomic physics, theoretical physics and applied physics. Details can be found at the UNBC Physics web page (<http://www.unbc.ca/physics/>). The Physics Program currently offers a Physics BSc degree, joint degrees with Mathematics, Computer Science and chemistry and an MSc degree.

Applicants should forward their letter of application, curriculum vitae, statement of research and teaching interests, list of publications, copies of no more than two publications, and arrange to have three letters of reference sent (including the telephone, fax, and email information) quoting competition #FAP04-05(B) to: Dr. J. Howard Brunt, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to: Dr. Erik Jensen, Chair of the Appointment Selection Committee, E-mail: ejensen@unbc.ca or Fax (250) 960-5544. Electronic submissions of CVs can be forwarded to: FacultyRecruitment@unbc.ca. Applications received on or before March 31, 2005 will receive full consideration; however applications will be accepted until the position is filled.

UNBC is located in Prince George (central British Columbia) which has a population of approximately 80,000. The University has a current student enrolment of over 3,500 students. The community has a rich cultural life with an excellent symphony orchestra, live theatre, art gallery and museum. Prince George provides easy access to world class outdoor recreation: canoeing, hiking, mountain

biking, skiing, camping and fishing, all in close proximity to the city centre. On a clear day, the majestic Rocky Mountains are visible from the University. Both students and faculty enjoy more than fifty kilometres of trails that cross-ride the natural environment surrounding the campus.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN
BRITISH COLUMBIA

3333 UNIVERSITY WAY, PRINCE GEORGE, BC, V2N 4Z9
FOR MORE INFORMATION, VISIT OUR WEB SITE: WWW.UNBC.CA

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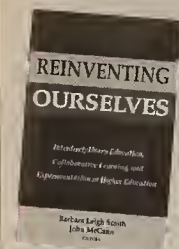
QUICK REVIEWS



Walking the Tightrope: Ethical Issues for Qualitative Researchers

Will C. van den Hoonaard, ed. Toronto, Buffalo & London: University of Toronto Press, 2002; 240 pp; ISBN: 0-8020-3683-X, hardcover \$58 ca.; ISBN: 0-8020-8523-7, paper \$27.95 ca.

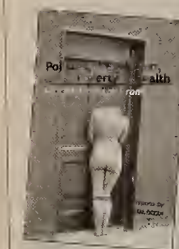
In recent years social science research projects have been required to undergo increasingly restrictive ethics testing. But are formal guidelines on ethics in research congruent with the aims and methods of inductive and qualitative research? In this collection of essays, 16 Canadian, American and British researchers address this question in a variety of contexts, drawing on their experiences in settings ranging from high schools and maternity homes to the unfolding "virtual" terrain of cyberspace. This volume challenges the "biomedical" basis of policies on reviews of research ethics in the authors' respective countries. Guidelines were created, the authors argue, for quantitative work, and can actually impede or interrupt work that is not hypothesis-driven "hard science." Through examination of a number of topics — confidentiality, sensitive settings, questions of "voice," and the complex new challenges of internet research — the authors test the appropriateness of current protocols for ethical review. Scholars and practitioners in social work, education and sociology will find these essays useful and stimulating, as will teachers and students of qualitative research methods in fields as diverse as medicine, comparative literature and business studies.



Reinventing Ourselves: Interdisciplinary Education, Collaborative Learning and Experimentation in Higher Education

Barbara Leigh Smith & John McCann, eds. Bolton Massachusetts: Anker Publishing Company, Inc., 2001; 500 pp; ISBN: 1-882982-35-5, hardcover \$49.95 us.

Reinventing Ourselves examines the experiences of and lessons learned from a variety of institutions that pioneered new approaches for more effective teaching and learning. Many of the colleges included in this volume began as both educational and social experiments, representing new ways of thinking about educational goals, curricular organization, institutional governance and faculty roles and rewards. With new calls for both rethinking our approaches to teaching and learning and for reviewing the traditional boundaries within institutions and between disciplines, this book offers a rich store of ideas from which to draw.



Policies of Exclusion, Poverty & Health: Stories from the Front

Chrystal Ocean, coordinator. Duncan, British Columbia: Wellbeing through Inclusion Socially & Economically (WISE Society), 2005; 192 pp; ISBN: 0-9736664-0-4, paper \$24.99 ca.

With rare courage and unrelenting honesty, 21 women tell their stories of living below Canada's poverty line. This unique collection paints a picture of poverty and of those living in poverty that is likely to shock and astonish. The stories, written in the women's own words, begin in childhood and provide a time line of how and why poverty happens. As readers bear silent witness to the harsh events in these women's lives, they also are treated to visions of undeniable strength. In addition to the stories, *Policies of Exclusion, Poverty & Health* includes two reports. The first details the dominant themes found in the stories. The second outlines the storytellers' recommendations for positive change and offers encouragement and advice to other women in poverty to "mobilize, galvanize and politicize." Together, the stories and reports contain surprises that challenge long-held assumptions about Canada's poor. (To order this book, visit www.wise-bc.org/CVProject/book.html.)

Quick Reviews produced from information supplied by publishers.

Staking Out Leadership Ground

Women in Higher Education: Empowering Change

JoAnn DiGeorge-Lutz, ed. New York: Praeger Publishers, 2002; 192 pp; ISBN: 0-89789-887-7, hardcover \$64.95 us.

By LINDA J. SAX



WOMEN in Higher Education: Empowering Change addresses the perennial problems faced by women in higher education and suggests possible strategies to effect change in the

status of women and feminist scholarship. JoAnn DiGeorge-Lutz states up front that empowerment is attainable but that it cannot be truly achieved without a more significant transformation of institutional values. Further, she rightly cautions against the popular view of interpreting women's progress in higher education in terms of numerical representation. Instead, women's status must be understood in terms of the persistent challenges faced by women within courses, disciplines, departments and institutions.

It is helpful to organize this review around the "challenges" and "strategies" offered throughout the book. Although the various chapters cover a broad assortment of perspectives (from course-based to disciplinary to departmental to institutional), I was struck by the inherent similarities in both the problems and solutions that were presented.

Curricular transformation is noted as a major challenge across several chapters, as authors describe their efforts to infuse the concept of gender into fields such as health (chap. 1), art (chap. 5) and literature (chap. 7). Chapters 1 and 5 focus specifically on the difficulty of teaching about "women in health" or "women in art" when these fields continue to adopt the "male as norm" perspective.

A related challenge noted throughout the book is that of skepticism — that students, colleagues and institutional leadership no longer view gender as an "issue." The increasing presence of women as students, faculty and leaders in higher education, the rise of women's studies as a field of scholarship and the incorporation of gender into courses spanning the curriculum become "evidence" of women's progress.

Those advances can be viewed as masking the central problem, which DiGeorge-Lutz defines as: Women "still remain a relatively unheard minority population when it comes to defining the values, goals and ever-evolving mission statements of colleges and universities." (p. 1)

As evidence buttressing this viewpoint, Annica Kronsell (chap. 3) describes the isolation experienced by faculty women in a department in which they are the numerical minority and in which male perspectives continue to be central to the department's norms and values. Such an environment contributes to a sense of "homelessness" among the women faculty, who feel stifled, unconfident and passive.

In Chapter 4, Sharlene Hesse-Biber discusses barriers to advancing feminist scholarship as its own interdisciplinary field. Instead, "feminist scholars conducting research from their disciplinary standpoints consult with their colleagues from other disciplines, but little change in disciplinary approach emerges." (p. 58) Bonnie Morris (chap. 11) describes the current backlash against feminist studies. She attributes this backlash and widespread disrespect for the field to several factors, including conservative ideological shifts, institutional cutbacks and a concern that women's studies has become too text-oriented and theoretical.

The authors propose various solutions to address the challenges raised throughout the book. A primary theme echoed in several chapters is that gender should not be viewed as an "add-on." For example, curricular transformation is not achieved simply by including readings about or by women. Rather, gender issues should be integrated into course content and pedagogy. This approach is particularly important when

students are skeptical of "gendered" perspectives. Margaret Konz Snooks (chap. 1) advises instructors not to begin by discussing gender inequality, which students are likely to challenge outright, but to start with more familiar and acceptable topics that lay the groundwork for an understanding of the theoretical and conceptual issues related to gender.

Pedagogy can also facilitate students' awareness of gender issues by promoting "engagement" in learning. Cindy Simon Rosenthal describes a course on gender and leadership that used three different research projects aimed at achieving "higher level learning" through experiential education and reflection (chap. 2). In Chapter 6, Peggy Douglas describes an approach termed "radical learning" which promotes "discovering reality together" (p. 85) among students and their teachers. In Chapter 7, Justyna Kostkowska describes her efforts to engage students in deeper thinking on gender by assigning provocative literature selected to create discomfort and promote students' own self-questioning regarding their sexuality.

Kronsell, Margaret Madden and Sue Rosser address issues of women's representation in faculty and administrative leadership. In Chapter 3, Kronsell proposes "homesteading" as a strategy for faculty women to gain a sense of belonging in male-dominated departments. Homesteading involves collaboration among

The authors cover a wide range of strategies to promote gender equity & representation of women in higher education.

a critical mass of women with shared experiences and the goal of raising awareness and acceptance of feminist issues. Rosser also addresses the experience of women in male-dominated departments (chap. 10), by describing the barriers women scientists face in the early stages of their careers.

Madden in Chapter 9 describes "transformation leadership" as a vehicle for achieving gender equality within higher education. The central idea is to develop leaders who emphasize collaboration, encourage multiple perspectives and are conscious of individuals' various working styles, backgrounds and relative power in the institutions.

Another strategy for promoting gender equity is encouraging institutions to assess their climate for women. Kenneth Miller and Susan Miller in Chapter 8 introduce a model for evaluating gender equity in academe and describe institutional conditions that facilitate equitable climates. The authors do an impressive job of translating the abstract concept of equity into measurable and attainable outcomes.

As a whole, the book covers a wide range of strategies to promote gender equity and representation of women in higher education. However, the book could have benefited from being reorganized into sections: course-based perspectives on content and pedagogy (chaps. 1, 2, 5, 6, 7); the field of women's studies (chaps. 4, 11); challenges that women face in male-dominated environments (chaps. 3, 9, 10); and evaluating gender equity (chap. 8). ■

Linda J. Sax is Associate Professor-in-Residence, Higher Education and Organizational Change, Graduate School of Education & Information Studies at UCLA and director of the cooperative institutional research program.

Sax, Linda. Women in Higher Education: Empowering Change. The Review of Higher Education 27:4 (2004), 589-590. © The Association for the Study of Higher Education. Reprinted with permission of The Johns Hopkins University Press.